

**OFFICE OF ADMINISTRATION (OA)
OFFICE OF EQUAL OPPORTUNITY (OEO)**

2014 ANNUAL REPORT



**PROMOTING EQUAL OPPORTUNITY
THROUGH EMPOWERMENT**



**Douglas E. Nelson
Commissioner**

**Jeremiah W. (Jay)
Nixon**

**Celeste Metcalf
Director**

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Jeremiah W. (Jay) Nixon
Governor

Douglas E. Nelson
Commissioner



Celeste Metcalf
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State of Missouri

OFFICE OF ADMINISTRATION

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April 8, 2015

The Honorable Jeremiah W. (Jay) Nixon
Capitol Building, Room 216
Jefferson City, Missouri 65101

Dear Governor Nixon:

On behalf of the Office of Administration's Office of Equal Opportunity (OEO), I am pleased to present the Annual Report on Procurement and Workforce Diversity for Fiscal Year 2014.

On the pages that follow, you will find a summary of FY14 activities. Each Executive Branch agencies' activities have been highlighted on two facing pages. The first page contains details about the diversification of the agency's workforce; the second facing page contains a breakdown of minority (MBE) and women (WBE) business enterprise expenditures by procurement category.

Missouri awarded a combined \$158 million in prime and subcontracting awards to MBE and WBE vendors, for a total participation rate of 9.41% MBE and 4.04% WBE, respectively. OEO will continue to work with state agencies to identify opportunities to increase participation with these underserved vendors.

There are several projects currently underway that will benefit not only the OEO program, but the efficiency of the state procurement process as well. Here are some of the highlights of the projects that OEO anticipates will positively impact procurement for years to come:

- Electronic, online eProcurement Bidding System
- An online certification application process
- Disparity study & supporting recommendations

OEO continues to strive toward the elimination of discrimination in our procurement process. Thank you for your continued support of these efforts.

Sincerely,

Celeste Metcalf

INTRODUCTION

Office of Equal Opportunity—FY14 Annual Report

Missouri has a rich and impressive agricultural history, with more than fifty percent of Missouri's land being used for farming. The total number of farms in Missouri is 107,825, the second largest number of farms in the country after Texas, which has over 247,000.¹ Missouri ranks tenth in the nation in the production of field corn, our nation's top crop. But corn is not the only crop harvested in this state. Other agricultural products include grain, sorghum, hay, soybeans, rice and livestock. It is this diverse array of agricultural products that make the Missouri farming industry an impressive and valuable facet among the many services and commodities produced in our state.

Farming requires tenacity and the ability to withstand uncontrollable factors, such as climate and temperature change, the existence of sunlight or the absence of rainfall. Planting, nurturing and then harvesting crops with the hope that crop production will satisfy the demand or that the demand will justify the crop production requires both planning and praying.

One of the key laws of nature is that diversity enables survivability, meaning the more diverse solutions there are available to solve a problem, the greater the likelihood that the best solution to that problem will be revealed. Diversification of crops is the key to resilience; and resilience is the necessary ingredient for survival and success.

In the farming industry, it is understood that seeds planted in fertile and rich soil will produce an abundant crop. In the business world, the similarities are no different. Given the right climate, the right ingredients, and some level of diversifiability, a small business, like a farmer's seed, has the potential to grow abundantly as well.



¹ "Missouri's Farm and Agribusiness," Missouri Economic Research and Information Center, March 2009.

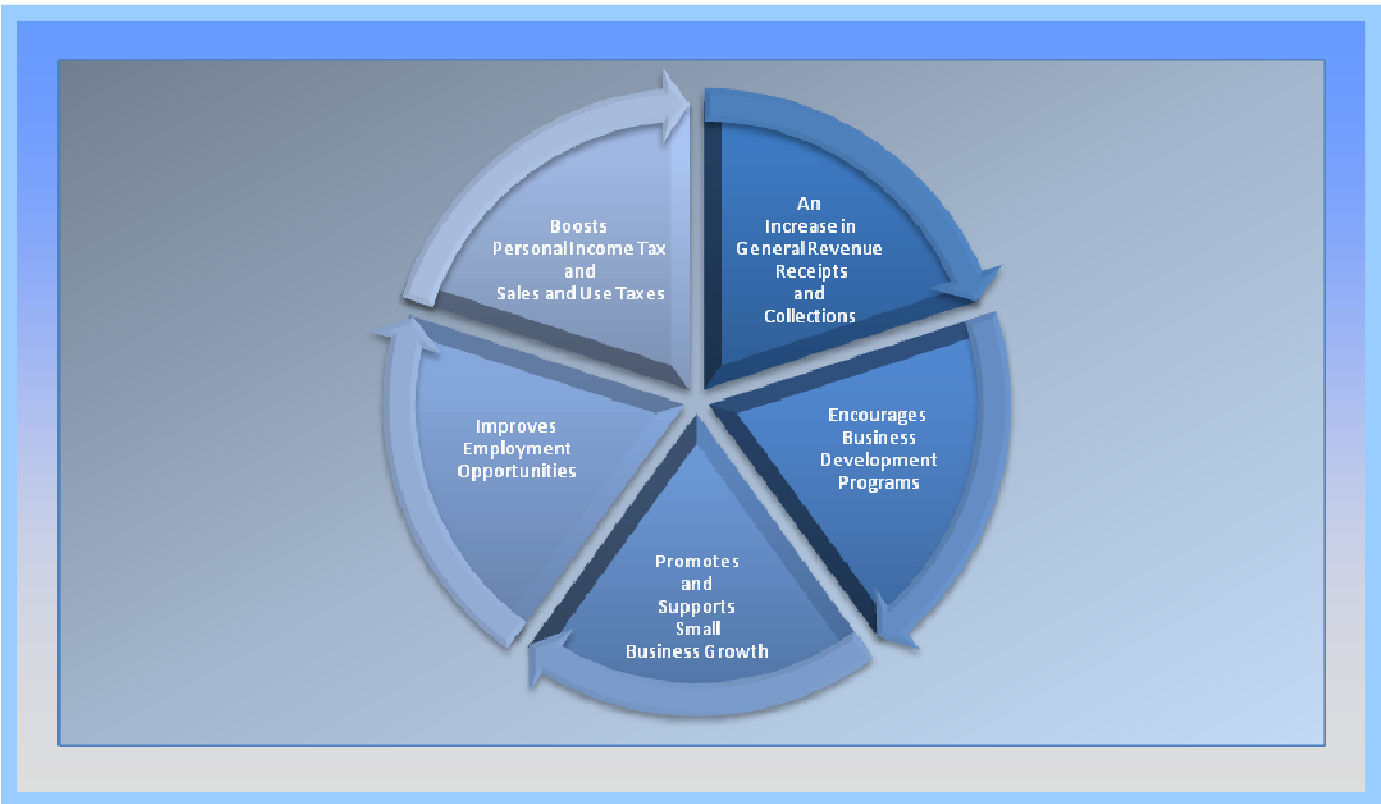
SMALL BUSINESS AND GENERAL REVENUE

Office of Equal Opportunity—FY14 Annual Report

Missouri's general revenue (GR) fund is the state's primary operating fund which supports the main functions of state government including education, social services and health care, among other services. The GR fund receives roughly 85% of its revenue from two main sources: personal income tax and sales tax collections. Personal income taxes account for roughly 63% of total GR fund receipts while state sales and use taxes account for approximately 22% of total GR receipts.

Personal income taxes are directly affected by individual income or earnings. Individual earnings fluctuate directly with the rate of employment. An increase in the employment rate translates into an increase in the number of individuals earning salaries and wages which, in turn, increases the number of individuals ultimately paying income taxes.

Sales and use taxes are directly impacted by the goods and commodities purchased by those salaried employees and wage earners. The more individuals there are with jobs, earning income, the greater the capacity of those individuals to increase their spending on goods and services. This increased capacity to spend translates into an increase in the sales and use taxes on those purchased goods and commodities.



The success and growth of small businesses has a direct effect on GR fund receipts. Government receipts of both personal income taxes and sales and use taxes are positively impacted by business growth. Policies designed to explore and exploit a diverse array of approaches to promote and support small businesses not only ensures business growth but inherently promotes business sustainability.

Programs like the OEO's M/WBE Program are designed to target, support and promote small business growth. Ensuring that a sufficient level of state contract dollars are designated for small businesses is like planting seeds in fertile soil; the effort can only enhance and increase the likelihood of an even greater return to the general fund.

MISSOURI-BASED SMALL BUSINESSES

Office of Equal Opportunity—FY14 Annual Report

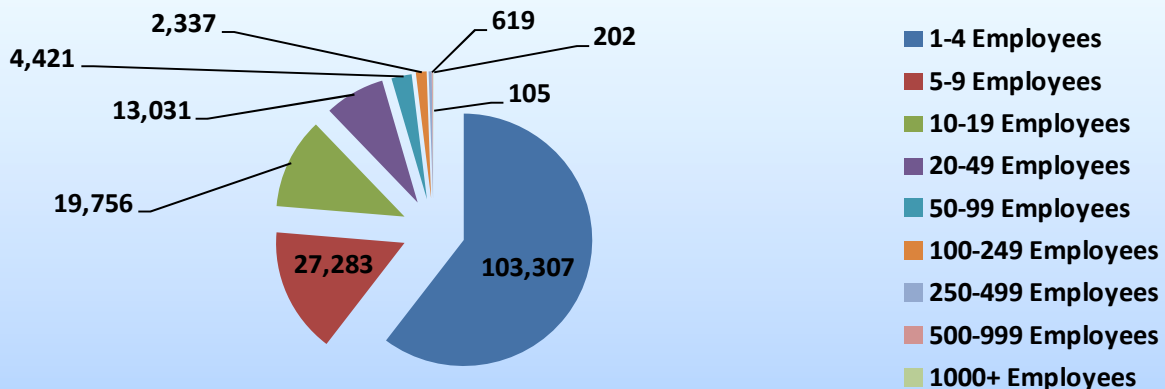
Small businesses are the engine of Missouri's economy. Small businesses employ the largest segment of the 2,663,535 workers that make up Missouri's private sector workforce.¹ If we define a small business as one with less than 50 employees, then over 41% of private sector employees in the state worked for a small business. If a medium sized business is defined as 50 to 249 employees, and if large businesses employ more than 250 workers, then roughly 30% and 29% of the private sector workforce was employed by medium and large sized businesses, respectively.

Private Sector Businesses by Size

Average Number of Private Sector Employees	Percent by Size Category	Total Number of Employees
Less than 5	6.30%	167,936
5 to 9	7.13%	189,871
10 to 19	10.78%	287,256
20 to 49	17.13%	456,233
50 to 99	14.48%	385,635
100 to 249	16.24%	432,633
250 to 499	9.68%	257,832
500 to 999	6.88%	183,227
1000 or greater	11.37%	302,913
Total Workforce	100.00%	2,663,535

In 2013, Missouri had roughly 171,059 private sector employers. Of this amount, **very** small businesses comprised a majority of the private sector total, with 76% of Missouri businesses employing less than 10 people. Firms employing 1-49 workers, identified as a small business per our definition above, made up 98 percent of all private sector businesses in Missouri.²

Number of Private Sector Businesses



¹Missouri Department of Economic Development, "2013 Missouri Businesses by Size"

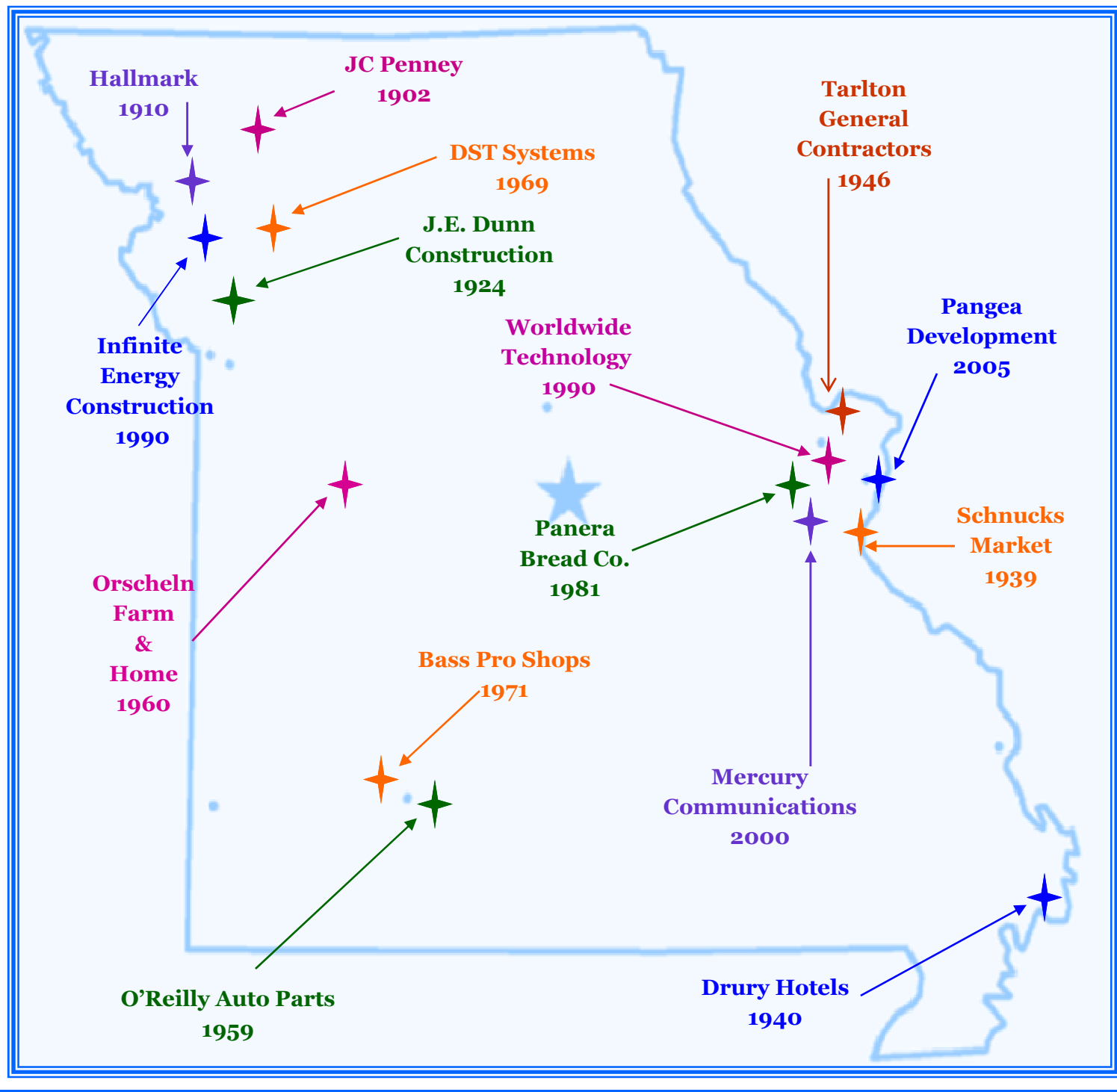
² Missouri Department of Economic Development, "2013 Number of Private Sector Employers"

MISSOURI-BASED SMALL BUSINESSES

Office of Equal Opportunity—FY14 Annual Report

Missouri has long been the headquarters for a number of Fortune 100 as well as Fortune 500 companies that have a global presence. But the real private sector engine that accounts for 76% of Missouri's small business employers is much closer to home.

Missouri can boast and be proud of many home-grown, up-and-coming businesses that started small; but given time and tenacity, these small businesses have grown in regional as well as national prominence. Take a look at the map below and see if you recognize any of these “made-in-Missouri” businesses:



Purpose of the Annual Report

Office of Equal Opportunity—FY14 Annual Report

The OEO was created to monitor minority and women participation in the state's workforce and in state procurement opportunities. In state procurement, the level of minority and women participation is compared with the availability of these small businesses in the population. In the employment process, efforts can be tailored to recruit and hire new employees that fall within a gender or ethnic category where a shortage of these individuals may exist.

The OEO Annual Report is produced on a yearly basis to provide the status of Missouri Executive Branch agency progress toward diversification in both the state workforce and in state contracts. This report will highlight each agency's workforce and procurement details on two separate pages. The makeup of each agency workforce and the detail of agency expenditures spent with minority and women-owned businesses are based on information gathered as of June 30, 2014.

Small Business Government Programs

Starting, nurturing and growing a business takes the tenacity of a farmer. From choosing your suppliers, determining the right product mix, setting prices high enough to cover your costs, to hoping the demand will be there when you're ready to sell your product or service. Overseeing this combination of controllable and uncontrollable factors is no picnic in the park. However, government support can provide a significant boost down the path toward success and longevity for small businesses.

Government can play a major role in shaping the environment and creating the climate within which small businesses can grow and prosper. One of the ways state government can promote small business growth is through the implementation of policies and programs specifically designed and targeted for small businesses. One such program within Missouri's state government is the OA's OEO.



Purpose of the Annual Report

Office of Equal Opportunity—FY14 Annual Report

Workforce Diversity

The “Workforce Diversity” page provides a breakdown of individuals employed in job categories defined by the U.S. Equal Employment Opportunity Commission (EEO). This breakdown by EEO category is then analyzed and compared to the availability of employable individuals in these categories within Missouri’s population. As a result of this analysis, a utilization “shortage,” based on the availability of candidates, is determined.

The last row in each category, “Persons Required”, identifies whether a utilization or placement “shortage” exists. In determining placement goals, the 80% rule has been applied. A placement or “hiring” goal is set when current employment is less than 80% of availability. A number greater than zero in the “Persons Required” row suggests areas where there is room for improvement. Agencies are able to use this snapshot as a guide during the hiring and promotion of state workers at each category level.



Expenditures and Procurement

The “M/WBE Contracting and Procurement Spend” page provides a detail of agency expenditures. Expenditures are listed under four main categories identified by OA’s Division of Purchasing and Materials Management (DPMM):

- **Commodities**
- **Construction**
- **Information Technology (IT)**
- **Professional Services**

Each one of these procurement categories is broken down even further to summarize various types of “common” statewide expenditures.

The amounts paid to minority and women owned businesses from each category are shown on each row. The percentages of MBE or WBE spend, based on the total agency spend for that “category” are also shown on each row.

Please note all expenditure data for prime vendors was pulled directly from the state’s accounting system. These payments and percentages are shown as “Direct Payments to Prime Contractors” in agency’s summaries.

All subcontractor payment information is provided to the state by the respective prime vendor. These amounts and percentages are reflected as “Indirect Payments to Subcontractors” in agency’s summaries.

State of Missouri Procurements

Office of Equal Opportunity—FY14 Annual Report

Executive Order 05-30 states, “*All state agencies shall continue to make every feasible effort to target the percentage of goods and services procured from certified MBEs and WBEs to 10% and 5%, respectively.*”

The table below gives an overview of expenditures incurred by each department of the **Executive Branch** of the State of Missouri.

MBE EXPENDITURES			WBE EXPENDITURES				
AGENCY	MBE PRIME VENDORS	MBE SUB CONTRACTORS	WBE PRIME VENDORS	WBE SUB CONTRACTORS	TOTAL AGENCY EXPENDITURES	MBE %	WBE %
OA	\$39,401,479	\$3,220,749	\$2,334,916	\$509,207	\$108,657,533	39.23%	2.62%
MDA	\$78,533	\$90,010	\$69,718	\$71,650	\$5,619,865	3.00%	2.52%
MDC	\$3,286,293	\$118,153	\$217,910	\$6,400	\$44,823,215	7.60%	0.50%
DOC	\$539,140	\$14,516,832	\$701,406	\$10,229,635	\$226,034,367	6.66%	4.84%
DED	\$269,722	\$768,333	\$170,378	\$451,908	\$15,693,697	6.61%	3.97%
DESE	\$116,698	\$0	\$3,223,138	\$58,838	\$38,314,722	0.30%	8.57%
DHSS	\$225,361	\$42,705	\$93,019	\$37,946	\$18,200,814	1.47%	0.72%
MDHE	\$1,072	\$210,792	\$37,491	\$84,970	\$9,027,308	2.35%	1.36%
DIFP	\$60,485	\$0	\$103,590	\$0	\$3,621,234	1.67%	2.86%
DOLIR	\$1,338,296	\$593	\$121,986	\$12,228	\$9,114,323	14.69%	1.47%
DMH	\$112,982	\$2,102,361	\$369,721	\$1,769,809	\$34,524,343	6.42%	6.20%
DNR	\$709,783	\$546,144	\$360,739	\$470,437	\$20,547,082	6.11%	4.05%
DPS	\$11,314,628	\$184,838	\$741,613	\$98,060	\$83,260,908	13.81%	1.01%
DOR	\$1,547,027	\$1,702,270	\$279,463	\$336,204	\$88,789,354	3.66%	0.69%
DSS	\$2,768,851	\$13,755,551	\$5,631,582	\$15,277,728	\$195,215,129	8.46%	10.71%
MODOT	\$11,022,834	\$139,252	\$3,411,569	\$95,745	\$270,034,607	4.13%	1.30%
TOTALS	\$72,793,186	\$37,398,584	\$17,868,239	\$29,510,765	\$1,171,478,501	9.41%	4.04%

- Expenditures include only those goods and services purchased directly from vendors/contractors.
- Expenditures from the Legislative and Judiciary Branches of the state of Missouri are excluded.
- College and university expenditures are excluded.
- Leasing expenditures are excluded.
- Journal vouchers, which do not represent actual checks/disbursements, are also not captured in the analysis of MBE/WBE expenditures.
- Percentages above include direct payments to contractors and indirect payments to M/WBE sub contractors.

State of Missouri Workforce

Office of Equal Opportunity—FY14 Annual Report

The executive branch agencies/departments of the State of Missouri boasts 46,077 employees. A more detailed breakdown, by gender and ethnicity, along with a short narrative describing the agency, is reflected on the respective agency page .

For consistency and conformity, each agency workforce page lists job groups and the corresponding job descriptions that are required on the State and Local Government EEO-4 report. The EEO-4 report requires that employees be separated into one of the following job groups:

<u>GROUP HEADER</u>	<u>GROUP DESCRIPTION</u>
GROUP A	Officials & Administrators
GROUP B	Professionals
GROUP C	Technicians
GROUP D	Protective Service Workers
GROUP E	Paraprofessionals
GROUP F	Office and Clerical
GROUP G	Skilled Craft Workers
GROUP H	Service Maintenance

The total number of employees that fall within each group is shown in the row under “Total Employed” directly under the respective group header. The combined total of all job groups, or the total number of employees that make up an agency’s workforce, can be found in the narrative at the bottom of each agency page.

If a particular group header, as identified above, is not present on any of the agency pages that follow, it means the agency had no employees that were classified under this job group.

Each job group category shows a more detailed breakdown of the gender and ethnicity of the employees within that group. The classifications that follow reflect the status of each agency’s workforce:

GROUP BREAKDOWN

Employed
Available
Persons Required

The amounts reflected on the “# (number) Employed” row represent the actual number of employees identified in that job group. The amounts reflected on the “# (number) Available” row represent the number of individuals identified by the 2010 Census available in the state population. The amounts reflected on the “Persons Required” row represent the number of employees available to be hired based on a comparison between the “# (number) Employed” and the “# (number) Available”. This amount provides a benchmark that can guide future recruitments efforts.

The amount reflected in the “Persons Required” row may be zero or it may be an amount greater than zero. Where there are amounts greater than zero, this indicates a need to review the composition of the current workforce to ensure the state’s workforce is demographically reflective of the state’s population of available workforce candidates. Where the amount is zero, this is an indication that the respective agency’s current employee composition is consistent with the availability of talent in the state’s population. No additional recruitment efforts are necessary where the “Persons Required” field equals zero.

**SUPPLIER
DIVERSITY**

**WOMEN-
OWNED
BUSINESSES**

**MINORITY
BUSINESSES**

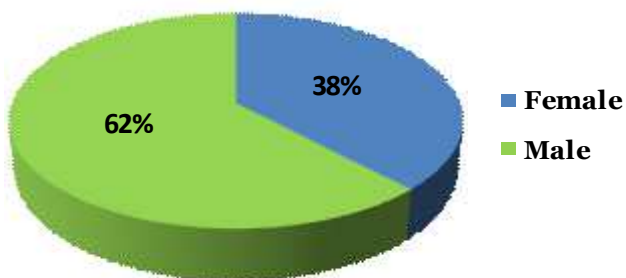
**SMALL
BUSINESSES**

Office of Administration

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators Total Employed: 170										
# Employed	10	73	97	0	8	2	0	0	0	160
# Available	10.5	73.6	95.1	1.0	6.7	1.7	0.2	0.0	0.8	158.3
Persons Required	0	0	0	1	0	0	1	1	1	0
B—Professionals Total Employed: 896										
# Employed	78	418	478	14	47	3	6	5	3	818
# Available	79.3	342.3	533.9	20.2	35.6	9.7	0.4	0.1	13.0	796.8
Persons Required	0	0	0	3	0	5	0	0	8	0
C—Technicians Total Employed: 148										
# Employed	13	47	101	1	7	1	1	1	2	135
# Available	16.6	75.4	65.0	1.4	11.5	1.6	0.5	0.1	1.4	123.9
Persons Required	1	14	0	1	3	1	0	0	0	0
E—Paraprofessionals Total Employed: 23										
# Employed	0	21	2	0	0	0	0	0	0	23
# Available	2.0	9.3	13.7	0.3	1.0	0.4	0.1	0.0	0.1	21.0
Persons Required	2	0	9	1	1	1	1	1	1	0
F—Office and Clerical Total Employed: 124										
# Employed	9	84	40	0	8	0	0	0	1	115
# Available	12.2	95.8	27.2	0.8	8.0	1.9	0.2	0.1	1.2	110.8
Persons Required	1	0	0	1	0	2	1	1	0	0
G— Skilled Craft Workers Total Employed: 155										
# Employed	5	5	150	0	5	0	0	0	0	150
# Available	13.5	11.0	125.7	0.9	4.8	4.6	1.3	0.0	1.9	123.2
Persons Required	6	4	0	1	0	4	2	1	2	0
H—Service Maintenance Total Employed: 216										
# Employed	32	9	207	0	32	0	0	0	0	184
# Available	24.6	31.5	179.7	1.9	13.5	7.0	0.5	0.0	1.7	186.6
Persons Required	0	17	0	2	0	6	1	1	2	0

Female/Male Comparison



Established in 1973, OA combines and coordinates the central management functions of state government. Formed to be the state's service and administrative control agency, the Office of Administration is separated into nine (9) different divisions. They are: Accounting; Budget & Planning; Facilities Management, Design & Construction; General Services; Information Technology Services; Personnel; Purchasing; the Office of Equal Opportunity; and the Office of the Commissioner. **The Office of Administration has 1,732 employees.**

Douglas E. Nelson, Commissioner

FY14 M/WBE Contracting and Procurement Spend

The Office of Administration (OA) is the state's service and administrative control agency. Created by the General Assembly on January 15, 1973, OA oversees and coordinates the central management functions of state government. OA's responsibilities were clarified and amended by the Omnibus State Reorganization Act of 1974. The Commissioner of Administration appoints the Deputy Commissioner, Assistant Commissioner and the Directors of the following divisions:

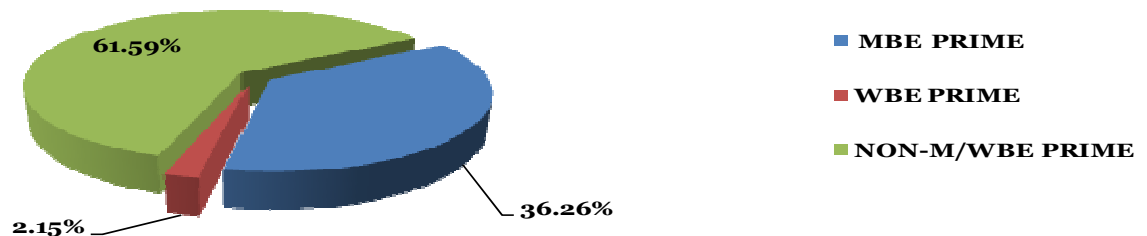
Accounting	Office of the Commissioner	Budget & Planning
Personnel	Information Technology Services	General Services
Facilities Management	Office of Equal Opportunity	Purchasing and
Design & Construction		Materials Management

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$9,873,280.42
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$319,958.63	15.26%	\$5,732.67	0.27%	\$2,097,267.07
COMMODITIES - MISCELLANEOUS	\$104,127.38	3.62%	\$7,966.22	0.28%	\$2,877,546.37
COMMODITIES - OFFICE SUPPLIES	\$25,533.45	10.47%	\$12,627.80	5.18%	\$243,864.17
COMMODITIES - VEHICLES & FUEL	\$198,550.00	7.75%	\$5,952.42	0.23%	\$2,561,283.63
CONSTRUCTION-BUILDING & REPAIR	\$88,568.92	1.24%	\$43,061.47	0.60%	\$7,118,955.08
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$375,413.03	8.25%	\$20,580.35	0.45%	\$4,548,785.41
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$66,688.70	2.65%	\$76,045.54	3.02%	\$2,518,514.58
IT-COMPUTER RELATED SERVICES	\$21,357,941.85	45.66%	\$1,247,734.88	2.67%	\$46,772,826.83
IT-COMPUTERS & COMPUTER EQUIPMENT	\$16,547,750.04	77.58%	\$215,028.76	1.01%	\$21,331,116.32
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$0.00	0.00%	\$1,034.84
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$2,724.75	6.08%	\$44,805.21
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$425.13	1.99%	\$21,348.39
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$95,121.90	58.16%	\$0.00	0.00%	\$163,554.33
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$3,385.13	0.47%	\$5,408.65	0.75%	\$720,670.52
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$15,924.31	15.43%	\$525.99	0.51%	\$103,217.65
PROFESSIONAL SERVICES-MISCELLANEOUS	\$202,516.01	2.64%	\$691,101.54	9.02%	\$7,659,462.11

DIRECT PAYMENTS TO PRIME CONTRACTORS	\$39,401,479.35	\$2,334,916.17	\$108,657,532.93
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	36.26%	2.15%	38.41%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>			
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$3,220,749.39	\$509,207.36	\$3,729,956.75
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	2.96%	0.47%	3.43%

***Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.*

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **92%** and **8%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **82%** and **18%**, respectively.

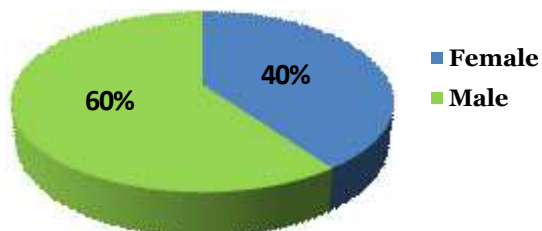
For both MBEs and WBEs, OA's highest dollars were spent on **IT-COMPUTER RELATED SERVICES**.

Department of Agriculture

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 63						
# Employed	1	21	42	0	1	0	0	0	0	62
# Available	3.3	19.7	40.7	0.1	2.8	0.2	0.0	0.0	0.0	57.1
Persons Required	2	0	0	1	2	1	1	1	1	0
B—Professionals				Total Employed: 119						
# Employed	7	58	61	2	3	0	2	0	0	112
# Available	27.4	54.9	64.0	8.5	9.1	7.7	0.4	0.1	1.5	91.5
Persons Required	15	0	0	5	5	7	0	1	2	0
C—Technicians				Total Employed: 72						
# Employed	3	11	61	0	3	0	0	0	0	69
# Available	18.8	34.6	37.4	3.8	7.0	6.4	0.5	0.1	1.1	53.2
Persons Required	13	17	0	4	3	6	1	1	1	0
D—Protective Service Workers				Total Employed: 1						
# Employed	0	0	1	0	0	0	0	0	0	1
# Available	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
Persons Required	0	0	0	0	0	0	0	0	0	0
E—Paraprofessionals				Total Employed: 16						
# Employed	1	8	8	0	1	0	0	0	0	15
# Available	1.4	12.6	3.5	0.4	0.4	0.4	0.0	0.0	0.1	14.6
Persons Required	1	3	0	1	0	1	1	1	1	0
F—Office and Clerical				Total Employed: 25						
# Employed	1	24	1	0	1	0	0	0	0	24
# Available	3.9	21.0	4.0	0.5	1.6	1.5	0.1	0.0	0.2	21.1
Persons Required	3	0	3	1	1	2	1	1	1	0
G—Skilled Craft Workers				Total Employed: 4						
# Employed	0	0	4	0	0	0	0	0	0	4
# Available	0.9	0.3	3.7	0.1	0.2	0.6	0.0	0.0	0.0	3.1
Persons Required	1	1	0	1	1	1	1	1	1	0
H—Service Maintenance				Total Employed: 7						
# Employed	0	1	6	0	0	0	0	0	0	7
# Available	0.0	1.8	5.3	0.0	0.0	0.0	0.0	0.0	0.0	7.0
Persons Required	0	1	0	0	0	0	0	0	0	0

Female/Male Comparison



The Missouri Department of Agriculture was established in 1933. The Departments' mission is to serve, promote and protect the agricultural producers, processors and consumers of Missouri's food, fuel and fiber products. The department enforces state laws that regulate production and marketing of agricultural products.

The department employs 307 full-time employees over (5) divisions and (4) boards or commissions.

Richard Fordyce, Director

FY14 M/WBE Contracting and Procurement Spend

Established in 1933 by the General Assembly, the Department of Agriculture (MDA) promotes and protects Missouri's nearly \$6 billion agriculture industry by enforcing state laws that regulate and market the agricultural industry across the state. The department's divisions include:

Office of the Director

Missouri State Fair

State Milk Board

Animal Health

Plant Industries

Wine & Grape

Agriculture Business Development

Grain Inspection & Warehousing

Weights and Measures & Consumer Protection

Missouri Agricultural and Small Business Development Authority (MASBDA)

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$300,331.41
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$0.00	0.00%	\$1,740.65	0.86%	\$201,831.87
COMMODITIES - MISCELLANEOUS	\$11,414.11	1.04%	\$3,431.41	0.31%	\$1,096,746.35
COMMODITIES - OFFICE SUPPLIES	\$11,184.33	10.99%	\$49,779.72	48.89%	\$101,811.64
COMMODITIES - VEHICLES & FUEL	\$28,863.73	1.95%	\$209.76	0.01%	\$1,482,333.72
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$0.00	0.00%	\$342,839.27
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$0.00	0.00%	\$79,941.20
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$0.00	0.00%	\$4,032.50	3.05%	\$132,280.29
IT-COMPUTER RELATED SERVICES	\$2,424.72	0.95%	\$0.00	0.00%	\$255,788.45
IT-COMPUTERS & COMPUTER EQUIPMENT	\$11,447.32	100.00%	\$0.00	0.00%	\$11,447.32
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$0.00	0.00%	\$0.00
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$0.00	0.00%	\$15,670.55
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$132,662.35
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$93,349.75
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$13,198.47	12.72%	\$0.00	0.00%	\$103,798.17
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$0.00	0.00%	\$4,726.03	1.14%	\$412,826.34
PROFESSIONAL SERVICES-MISCELLANEOUS	\$0.00	0.00%	\$5,797.78	0.68%	\$856,206.11

DIRECT PAYMENTS TO PRIME CONTRACTORS

\$78,532.68

\$69,717.85

\$5,619,864.79

MBE & WBE PERCENTAGES ON DIRECT PAYMENTS

1.40%

1.24%

2.64%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**

\$90,010.00

\$71,649.99

\$161,659.99

MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**

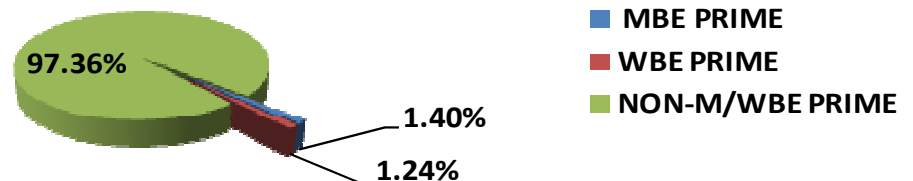
1.60%

1.27%

2.88%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **47% and 53%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **49% and 51%**, respectively.

For MBE's, MDA's highest dollars were spent on **COMMODITIES - VEHICLES & FUEL**.

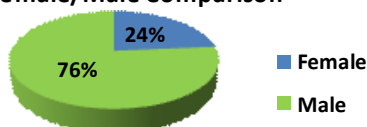
For WBE's, the most dollars were spent on **COMMODITIES - OFFICE SUPPLIES**.

Department of Conservation

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators			Total Employed: 274							
# Employed	10	74	200	0	6	2	1	1	0	264
# Available	18.5	91.0	161.3	0.9	13.2	2.6	0.1	0.1	1.6	233.8
Persons Required	5	0	0	0	4	0	0	0	1	0
B—Professionals			Total Employed: 483							
# Employed	20	130	353	1	11	2	2	2	2	463
# Available	59.5	197.4	265.6	13.0	36.5	4.9	0.1	0.0	4.9	403.5
Persons Required	27	28	0	9	18	2	0	0	2	0
C—Technicians			Total Employed: 109							
# Employed	2	6	103	0	2	0	0	0	0	107
# Available	13.7	49.3	59.7	5.6	5.5	1.0	0.0	0.0	1.5	95.3
Persons Required	8	33	0	4	2	0	0	0	1	0
D—Protective Service Workers			Total Employed: 164							
# Employed	5	14	150	0	4	1	0	0	0	159
# Available	54.9	12.2	148.5	0.0	16.5	0.0	0.0	0.0	38.3	105.8
Persons Required	38	0	0	0	9	0	0	0	30	0
E—Paraprofessionals			Total Employed: 12							
# Employed	0	7	5	0	0	0	0	0	0	12
# Available	1.3	7.9	4.1	0.0	1.0	0.2	0.0	0.0	0.1	10.7
Persons Required	1	0	0	0	0	0	0	0	0	0
F—Office and Clerical			Total Employed: 76							
# Employed	7	72	4	0	7	0	0	0	0	69
# Available	9.1	70.1	5.5	0.4	6.7	1.2	0.2	0.1	0.6	66.5
Persons Required	0	0	0	0	0	1	0	0	0	0
G—Skilled Craft Workers			Total Employed: 96							
# Employed	3	3	93	0	2	0	1	0	0	93
# Available	9.6	2.4	93.7	0.1	6.0	2.3	0.5	0.0	0.6	86.5
Persons Required	4	0	0	0	3	2	0	0	0	0
H—Service Maintenance			Total Employed: 174							
# Employed	11	21	152	0	7	0	3	1	0	162
# Available	29.3	19.8	153.3	0.1	14.7	10.1	0.1	0.1	4.3	143.9
Persons Required	12	0	0	0	4	8	0	0	3	0

Female/Male Comparison



The mission of the Missouri Department of Conservation (MDC) is to protect and manage the forest, fish, and wildlife resources of the state; and to facilitate and provide opportunity for all citizens to use, enjoy, and learn about these resources. **The department has 1,388 employees** organized into ten divisions including Administrative Services; Design & Development; Fisheries; Forestry; Human Resources; Outreach and Education; Private Land Services; Protection; Resource Science; and Wildlife.

Robert Ziehmer, Director

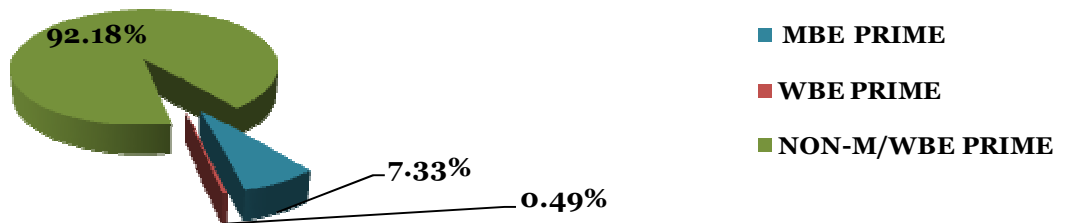
FY14 M/WBE Contracting and Procurement Spend

The mission of the Missouri Department of Conservation (MDC), under the guidance of the Missouri Conservation Commission, is to protect and manage the forest, fish, and wildlife resources of the state and to facilitate and provide opportunities for all citizens to use, enjoy and learn about these resources. MDC houses the following divisions:

<i>Administrative Services</i>	<i>Fisheries</i>	<i>Human Resources</i>	<i>Private Land Services</i>	<i>Resource Science</i>		
<i>Design and Development</i>	<i>Forestry</i>	<i>Outreach and Education</i>	<i>Protection</i>	<i>Wildlife</i>		
		MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
PROCUREMENT CATEGORY						
COMMODITIES - FURN, MACH & EQUIP RENTALS		\$0.00	0.00%	\$340.00	0.06%	\$586,485.34
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT		\$42,243.00	1.11%	\$4,014.54	0.11%	\$3,796,947.79
COMMODITIES - MISCELLANEOUS		\$13,354.44	0.19%	\$32,311.10	0.46%	\$6,951,167.85
COMMODITIES - OFFICE SUPPLIES		\$19,521.20	3.95%	\$6,733.02	1.36%	\$493,906.12
COMMODITIES - VEHICLES & FUEL		\$0.00	0.00%	\$0.00	0.00%	\$10,960,786.52
CONSTRUCTION-BUILDING & REPAIR		\$1,004.14	0.03%	\$608.00	0.02%	\$3,286,548.58
CONSTRUCTION-JANITORIAL & MAINTENANCE		\$24,224.03	1.69%	\$5,029.25	0.35%	\$1,434,416.49
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND		\$0.00	0.00%	\$9,088.43	3.12%	\$291,379.77
IT-COMPUTER RELATED SERVICES		\$1,971,805.64	34.31%	\$0.00	0.00%	\$5,747,793.30
IT-COMPUTERS & COMPUTER EQUIPMENT		\$1,150,214.66	74.82%	\$0.00	0.00%	\$1,537,210.37
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS		\$0.00	0.00%	\$0.00	0.00%	\$0.00
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS		\$0.00	0.00%	\$0.00	0.00%	\$158,485.20
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY		\$0.00	0.00%	\$0.00	0.00%	\$227,166.03
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL		\$0.00	0.00%	\$0.00	0.00%	\$303,582.63
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR		\$2,546.96	0.36%	\$950.00	0.14%	\$701,281.33
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING		\$45,173.27	1.04%	\$156,480.68	3.60%	\$4,342,964.37
PROFESSIONAL SERVICES-MISCELLANEOUS		\$16,205.68	0.40%	\$2,355.04	0.06%	\$4,003,092.94

DIRECT PAYMENTS TO PRIME CONTRACTORS	\$3,286,293.02	\$217,910.06	\$44,823,214.63
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	7.33%	0.49%	7.82%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>			
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$118,153.11	\$6,400.00	\$124,553.11
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.26%	0.01%	0.28%
<i>**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non -M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.</i>			

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **97%** and **3%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **97%** and **3%**, respectively.

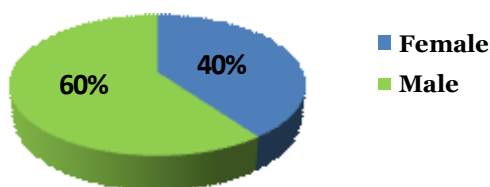
For MBEs, MDC's highest dollars were spent on **IT-COMPUTERS RELATED SERVICES**.
For WBEs, the most dollars were spent on **PROFESSIONAL SERVICES-MARKETING & ADVERTISING & MAILING**.

Department of Corrections

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 277						
# Employed	21	127	150	1	19	1	0	0	0	256
# Available	18.6	110.6	162.5	2.2	11.3	3.4	0.4	0.0	0.0	254.5
Persons Required	0	0	0	1	0	2	1	0	0	0
B—Professionals				Total Employed: 2,619						
# Employed	283	1,475	1,144	11	242	27	3	0	0	2,336
# Available	332.4	1,239.8	1,332.5	74.6	175.5	49.2	4.7	0.0	0	2,239.8
Persons Required	0	0	0	49	0	13	1	0	0	0
C—Technicians				Total Employed: 90						
# Employed	4	27	63	1	2	1	0	0	0	86
# Available	5.0	38.7	31.3	0.3	3.4	0.5	0.3	0.0	0	65.0
Persons Required	0	4	0	0	1	0	1	0	0	0
D—Protective Service Workers				Total Employed: 5,667						
# Employed	366	1,359	4,308	22	260	65	19	0	0	5,301
# Available	401.2	2,600.6	1,749.4	53.8	197.2	76.5	22.1	0.0	0	3,949.3
Persons Required	0	722	0	22	0	0	0	0	0	0
E—Paraprofessionals				Total Employed: 314						
# Employed	90	141	173	2	82	5	1	0	0	224
# Available	39.2	147.7	155.8	8.8	20.7	5.7	0.6	0.0	0	264.3
Persons Required	0	0	0	6	0	0	0	0	0	0
F—Office and Clerical				Total Employed: 1,139						
# Employed	85	1,031	108	6	70	9	0	0	0	1,054
# Available	129.4	943.0	195.6	8.8	86.0	21.8	1.8	0.0	0	1,009.0
Persons Required	19	0	49	2	0	9	2	0	0	0
G—Skilled Craft Workers				Total Employed: 260						
# Employed	1	15	245	0	0	0	1	0	0	259
# Available	9.1	13.7	170.4	0.3	2.4	2.4	1.0	0.0	0	175.0
Persons Required	7	0	0	1	2	2	0	0	0	0
H—Service Maintenance				Total Employed: 663						
# Employed	32	237	426	0	29	2	1	0	0	631
# Available	46.5	208.7	348.4	5.1	24.9	10.3	1.9	0.0	0	510.6
Persons Required	6	0	0	5	0	7	1	0	0	0

Female/Male Comparison



The Department of Corrections is dedicated to public safety through the management and supervision of offenders on probation, in prison and on parole. **Employing 11,029 people**, the department is divided into four (4) divisions: Probation and Parole; Adult Institutions; Offender Rehabilitative Services; and Human Services. These divisions are charged with the supervision of twenty (20) correctional facilities, two (2) community release centers, and the supervision of all parolees and probationers across the state.

George A. Lombardi, Director

FY14 M/WBE Contracting and Procurement Spend

The Department of Corrections (DOC) oversees the State's inmate population. Organized as a separate department of state government by an act of the legislature in 1981 and reorganized July 1, 1993, it is comprised of four divisions:

Office of the Director	Offender Rehabilitative Services
Division of Human Services	Division of Probation and Parole
Adult Institutions	

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$95,997.76
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$14,358.03	0.52%	\$280,059.50	10.21%	\$2,743,879.87
COMMODITIES - MISCELLANEOUS	\$63,609.39	1.74%	\$13,484.07	0.37%	\$3,652,362.00
COMMODITIES - OFFICE SUPPLIES	\$298,778.28	17.97%	\$88,965.10	5.35%	\$1,662,527.76
COMMODITIES - VEHICLES & FUEL	\$21,961.44	0.56%	\$787.10	0.02%	\$3,910,935.51
CONSTRUCTION-BUILDING & REPAIR	\$49,558.50	0.40%	\$4,720.40	0.04%	\$12,273,879.65
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$18,743.87	1.99%	\$1,888.81	0.20%	\$941,679.99
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS	\$336.45	0.34%	\$1,803.02	1.85%	\$97,704.78
IT-COMPUTER RELATED SERVICES	\$28,808.26	6.06%	\$0.00	0.00%	\$475,352.80
IT-COMPUTERS & COMPUTER EQUIPMENT	\$861.65	17.52%	\$0.00	0.00%	\$4,916.77
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$24,984.01	26.63%	\$93,822.14
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$495.25	4.91%	\$10,095.25
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$273,256.20	0.94%	\$29,100,649.33
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$156,692,829.16
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$17,706.61	1.16%	\$653.43	0.04%	\$1,520,253.71
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$4,745.70	3.07%	\$1,055.92	0.68%	\$154,343.00
PROFESSIONAL SERVICES-MISCELLANEOUS	\$19,671.50	0.16%	\$9,253.01	0.07%	\$12,603,137.51

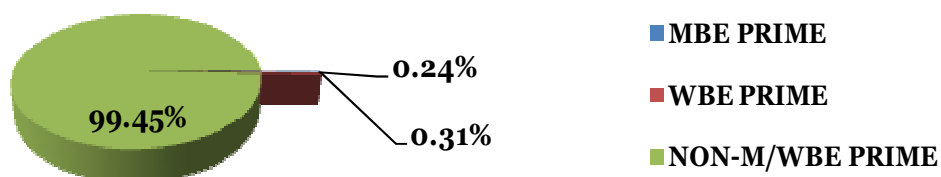
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$539,139.68	\$701,405.82	\$226,034,366.99
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	0.24%	0.31%	0.55%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$14,516,831.81	\$10,229,634.97	\$24,746,466.78
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	6.42%	4.53%	10.95%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors.
The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **4%** and **96%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **6%** and **94%**, respectively.

For MBEs, DOC's highest dollars were spent on **COMMODITIES - OFFICE SUPPLIES**.

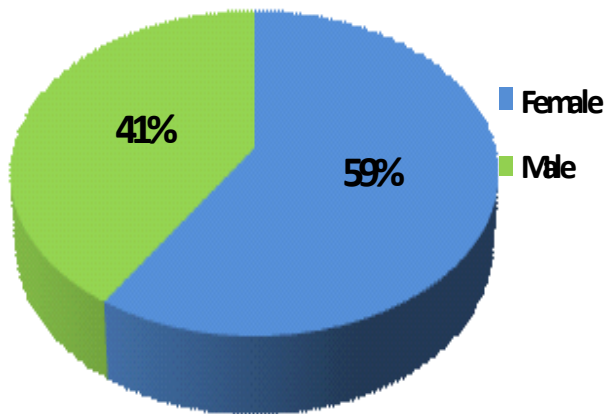
For WBEs, the most dollars were spent on **COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT**.

Department of Economic Development

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 144						
# Employed	18	70	74	3	13	0	2	0	0	126
# Available	8.1	46.9	93.9	2.2	4.6	0.5	0.4	0.1	0.4	132.7
Persons Required	0	0	2	0	0	1	0	1	1	0
B—Professionals				Total Employed: 547						
# Employed	113	318	229	11	91	5	5	0	0	434
# Available	71.8	294.7	241.8	8.4	43.5	8.1	0.7	0.3	10.8	464.6
Persons Required	0	0	0	0	0	2	0	1	9	0
C—Technicians				Total Employed: 22						
# Employed	6	17	5	0	5	1	0	0	0	16
# Available	8.7	17.5	4.5	0.0	0.4	0.0	1.3	0.0	6.9	13.3
Persons Required	1	0	0	1	0	0	2	0	6	0
E—Paraprofessionals				Total Employed: 23						
# Employed	2	16	7	0	1	0	1	0	0	21
# Available	3.2	18.1	4.9	0.3	2.2	0.1	0.0	0.0	0.5	19.8
Persons Required	1	0	0	1	1	1	0	1	1	0
F—Office and Clerical				Total Employed: 38						
# Employed	5	37	1	0	4	1	0	0	0	33
# Available	3.3	29.0	9.0	0.6	1.1	1.1	0.2	0.0	0.4	34.7
Persons Required	0	0	7	1	0	0	1	0	1	0
G— Skilled Craft Workers				Total Employed: 1						
# Employed	0	0	1	0	0	0	0	0	0	1
# Available	0.3	0.1	0.9	0.0	0.1	0.2	0.0	0.0	0.0	0.7
Persons Required	1	1	0	1	1	1	1	1	1	0

Female/Male Comparison



Employing 775 people, the Department of Economic Development (DED) was established to create solid high-paying jobs and to boost economic development across the state. DED administers a wide array of services and programs through a number of divisions, boards, commissions and councils including: The Business and Community Services Division; The Division of Workforce Development; The Division of Tourism; The Missouri Development Finance Board; The Missouri Housing Development Commission; The Technology Corporation; The Missouri Arts Council; The Missouri Women's Council; The Missouri Community Service Commission; The Office of Public Counsel and the Missouri Public Service Commission.

Mike Downing, Director

FY14 M/WBE Contracting and Procurement Spend

The Department of Economic Development (DED) administers a wide array of programs designed to enhance Missouri's economy in the 21st Century. It is comprised of agencies that execute statutory requirements and department policy in the areas of community, economic and workforce development. DED houses the following divisions and groups:

Administrative Services	Public Counsel	Workforce Development	Business and Community Services
Missouri Arts Council	Tourism	Public Service Commission	MO Housing Development Comm.

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$133,006.16
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$18,743.16	31.78%	\$0.00	0.00%	\$58,974.89
COMMODITIES - MISCELLANEOUS	\$94.92	0.69%	\$393.50	2.87%	\$13,724.46
COMMODITIES - OFFICE SUPPLIES	\$85,698.87	44.43%	\$8,984.92	4.66%	\$192,872.76
COMMODITIES - VEHICLES & FUEL	\$0.00	0.00%	\$0.00	0.00%	\$88,070.32
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$0.00	0.00%	\$533.92
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$0.00	0.00%	\$27,368.68
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$0.00	0.00%	\$3,252.20	0.41%	\$789,340.98
IT-COMPUTER RELATED SERVICES	\$39,988.36	8.83%	\$0.00	0.00%	\$453,019.85
IT-COMPUTERS & COMPUTER EQUIPMENT	\$112,462.08	55.60%	\$0.00	0.00%	\$202,264.57
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$0.00	0.00%	\$259,167.27
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$27,414.25	14.64%	\$187,260.36
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$38,688.89
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$28,600.00
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$1,553.24	5.70%	\$110.00	0.40%	\$27,264.02
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$0.00	0.00%	\$127,920.94	1.53%	\$8,367,296.85
PROFESSIONAL SERVICES-MISCELLANEOUS	\$11,181.68	0.23%	\$2,301.84	0.05%	\$4,826,243.08

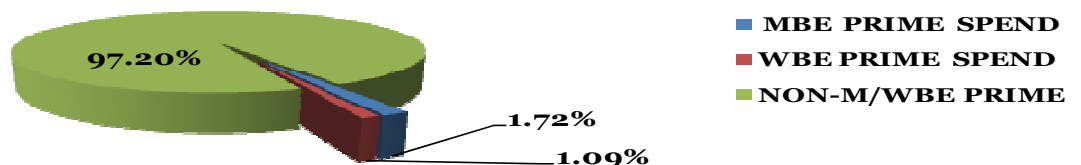
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$269,722.31	\$170,377.65	\$15,693,697.06
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	1.72%	1.09%	2.80%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$768,332.60	\$451,907.91	\$1,220,240.51
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	4.90%	2.88%	7.78%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **26%** and **74%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **27%** and **73%**, respectively.

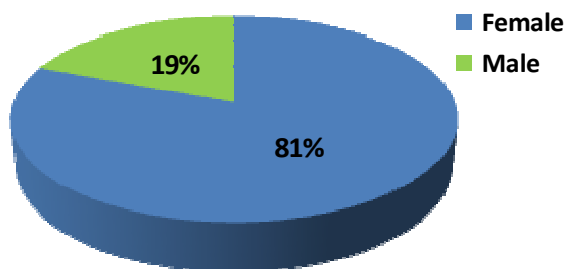
For MBE's, DED's highest dollars were spent on **IT-COMPUTERS & COMPUTER EQUIPMENT**.
 For WBE's, the most dollars were spent on **PROFESSIONAL SERVICES-MARKETING, ADVERTISING & MAILING**.

Department of Elementary & Secondary Education

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 250						
# Employed	13	156	94	0	9	2	2	0	0	237
# Available	7.8	141.9	101.0	0.3	5.8	0.6	0.8	0.0	0.2	235.1
Persons Required	0	0	0	1	0	0	0	1	1	0
B—Professionals				Total Employed: 743						
# Employed	76	606	137	8	62	4	1	0	0	667
# Available	48.4	426.4	220.4	14.0	25.9	4.8	1.4	0.1	2.2	598.4
Persons Required	0	0	40	4	0	0	1	1	2	0
C—Technicians				Total Employed: 2						
# Employed	0	2	0	0	0	0	0	0	0	2
# Available	0.1	1.3	0.5	0.0	0.1	0.0	0.0	0.0	0.0	1.7
Persons Required	1	0	1	1	1	1	1	0	1	0
D— Protective Service Workers				Total Employed: 1						
# Employed	0	0	1	0	0	0	0	0	0	1
# Available	0.1	0.3	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.7
Persons Required	1	1	0	1	1	1	1	0	1	0
E—Paraprofessionals				Total Employed: 397						
# Employed	74	342	55	1	71	2	0	0	0	323
# Available	31.7	211.0	118.7	5.1	19.9	4.0	1.0	0.0	1.6	298.1
Persons Required	0	0	40	4	0	2	1	1	2	0
F—Office and Clerical				Total Employed: 254						
# Employed	30	249	5	2	25	2	1	0	0	224
# Available	15.7	180.9	50.9	1.1	8.7	2.4	0.4	0.3	2.8	216.2
Persons Required	0	0	36	0	0	0	0	1	3	0
H—Service Maintenance				Total Employed: 85						
# Employed	20	45	40	0	20	0	0	0	0	65
# Available	11.2	34.5	30.3	1.8	5.6	2.1	0.1	0.0	1.6	53.6
Persons Required	0	0	0	2	0	2	1	1	2	0

Female/Male Comparison



Employing approximately 1,732 people the Department of Elementary and Secondary Education is governed by the State Board of Education. Responsible for the oversight of educational programs and services from preschool through the adult education levels, the Department is made up of the Division of Financial and Administrative Services and the Division of Learning Services. Within the Division of Learning Services fall the Offices of Special Education, College and Career Readiness, Quality Schools, Early and Extended Learning, Data System Management, Educator Quality, and Adult Learning and Rehabilitation Services.

Dr. Margaret Vandeven, Commissioner

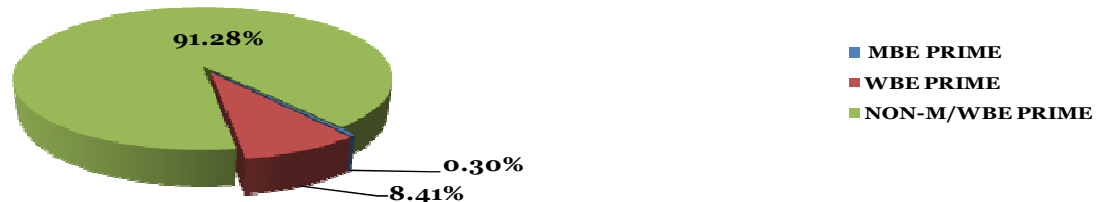
FY14 M/WBE Contracting and Procurement Spend

The Department of Elementary and Secondary Education (DESE) is the administrative arm of the State Board of Education. It is primarily a service that works with educators, legislators, government agencies, community leaders and citizens to maintain a strong public education system. Through its statewide school-improvement activities and regulatory functions, the Department strives to assure that all citizens have access to high-quality public education. The Department's responsibilities range from early childhood to adult education services, and is carried out under Financial and Administrative Services and Learning Services, which include:

Early & Extended Learning	Educator Quality	Quality Schools	Special Education		
Adult Learning & Rehabilitative Services	College & Career Readiness	Data System Management			
PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$212.50	0.18%	\$0.00	0.00%	\$115,094.45
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$14,980.31	4.32%	\$17,990.20	5.18%	\$346,994.19
COMMODITIES - MISCELLANEOUS	\$1,839.88	0.14%	\$0.00	0.00%	\$1,280,107.08
COMMODITIES - OFFICE SUPPLIES	\$20,045.59	3.67%	\$21,102.14	3.86%	\$546,856.56
COMMODITIES - VEHICLES & FUEL	\$0.00	0.00%	\$0.00	0.00%	\$558,876.98
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$1,708.91	2.48%	\$68,772.35
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$1,870.04	0.96%	\$194,762.58
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$0.00	0.00%	\$0.00	0.00%	\$28,508.87
IT-COMPUTER RELATED SERVICES	\$0.00	0.00%	\$0.00	0.00%	\$74,946.58
IT-COMPUTERS & COMPUTER EQUIPMENT	\$0.00	0.00%	\$0.00	0.00%	\$155,040.60
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$131,083.66	73.29%	\$178,852.82
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$152.50	0.19%	\$80,603.55
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$2,613.70	0.28%	\$78.20	0.01%	\$935,062.98
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$6,871.40	0.05%	\$2,955,420.97	19.60%	\$15,075,643.78
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$80.02	0.03%	\$1,864.00	0.80%	\$233,087.54
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$5.10	0.00%	\$17,005.11	11.95%	\$142,304.17
PROFESSIONAL SERVICES-MISCELLANEOUS	\$70,049.78	0.38%	\$74,862.16	0.41%	\$18,299,206.95
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$116,698.28		\$3,223,137.89		\$38,314,722.03
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	0.30%		8.41%		8.72%
The following amounts represent “indirect” payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.					
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$0.00		\$58,838.43		\$58,838.43
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.00%		0.15%		0.15%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE SPEND to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **100%** and **0.00%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **98%** and **2%**, respectively.

For MBE's, DESE's highest dollars were spent on **PROFESSIONAL SERVICES-MISCELLANEOUS**.
For WBE's, the most dollars were spent on **PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL**.

Department of Health & Senior Services

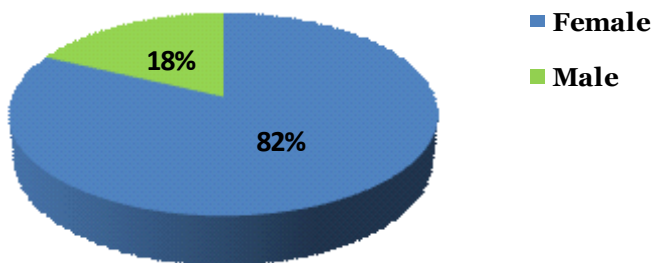
FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 244						
# Employed	24	173	71	8	14	2	0	0	0	220
# Available	24.0	148.6	95.4	5.6	14.6	2.1	0.4	0.0	1.2	220.0
Persons Required	0	0	6	0	0	0	1	0	1	0
B—Professionals				Total Employed: 1,150						
# Employed	156	950	200	13	129	9	5	0	0	994
# Available	177.3	798.1	352.2	16.6	142.8	12.8	2.3	0.1	2.8	973.0
Persons Required	0	0	82	1	0	2	0	1	3	0
C—Technicians				Total Employed: 28						
# Employed	6	21	7	0	6	0	0	0	0	22
# Available	3.0	12.3	15.7	0.0	2.4	0.5	0.0	0.0	0.0	25.0
Persons Required	0	0	6	1	0	1	0	0	1	0
E—Paraprofessionals				Total Employed: 8						
# Employed	1	7	1	0	1	0	0	0	0	7
# Available	0.6	4.3	3.7	0.0	0.5	0.1	0.0	0.0	0.0	7.4
Persons Required	0	0	2	1	0	1	1	0	1	0
F—Office and Clerical				Total Employed: 277						
# Employed	32	252	25	2	24	6	0	0	0	245
# Available	23.5	183.3	93.6	1.2	17.2	3.4	0.4	0.1	1.2	253.4
Persons Required	0	0	50	0	0	0	1	1	1	0
H—Service Maintenance				Total Employed: 3						
# Employed	0	1	2	0	0	0	0	0	0	3
# Available	0.2	0.9	2.1	0.0	0.1	0.0	0.0	0.0	0.0	2.8
Persons Required	1	0	0	1	1	1	1	0	1	0

Created in 1985 as the Department of Health, it became the Department of Health and Senior Services (DHSS) in 2001. **DHSS employs 1,710 people** for the coordination of health, public health, regulations and senior services. Advised by the State Board of Health and the State Board of Senior

Services, DHSS operates through several divisions, bureaus and programs including The Director's Office of Administration; The Budget Services Bureau, The Financial Services Bureau, The General Services Bureau, The Division of Community and Public Health; The State Public Health Laboratory; The Section for Chronic Disease Prevention and Nutrition Services; The Bureau of Health Promotion; Cancer and Chronic Disease Control and the WIC and Nutritional Services Assistance Programs.

Female/Male Comparison



Gail Vasterling, Director

FY14 M/WBE Contracting and Procurement Spend

The Department of Health and Senior Services (DHSS) serves the citizens of Missouri by working to improve the health and quality of life for Missourians of all ages. DHSS carries out the above mentioned duties through the following divisions:

Office of the Director

<i>Administration</i>	<i>Community and Public Health</i>	<i>Regulation and Licensure</i>	<i>Senior and Disability Services</i>	
		MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY
				WBE % SPEND
				TOTAL AGENCY SPEND PER CATEGORY
PROCUREMENT CATEGORY				
COMMODITIES - FURN, MACH & EQUIP RENTALS		\$0.00	0.00%	\$0.00
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT		\$290.72	0.03%	\$1,695.00
COMMODITIES - MISCELLANEOUS		\$9,833.51	0.18%	\$20,926.94
COMMODITIES - OFFICE SUPPLIES		\$178,292.64	23.98%	\$26,136.73
COMMODITIES - VEHICLES & FUEL		\$750.00	0.16%	\$0.00
CONSTRUCTION-BUILDING & REPAIR		\$1,337.10	8.95%	\$22.78
CONSTRUCTION-JANITORIAL & MAINTENANCE		\$0.00	0.00%	\$0.00
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND		\$0.00	0.00%	\$0.00
IT-COMPUTER RELATED SERVICES		\$20,078.70	10.94%	\$4,073.03
IT-COMPUTERS & COMPUTER EQUIPMENT		\$2,439.44	1.04%	\$1,341.00
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS		\$0.00	0.00%	\$20,139.18
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS		\$0.00	0.00%	\$1,806.00
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY		\$0.00	0.00%	\$0.00
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL		\$0.00	0.00%	\$0.00
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR		\$298.52	0.07%	\$1,115.79
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING		\$12,026.38	0.54%	\$11,872.43
PROFESSIONAL SERVICES-MISCELLANEOUS		\$14.00	0.00%	\$3,890.39

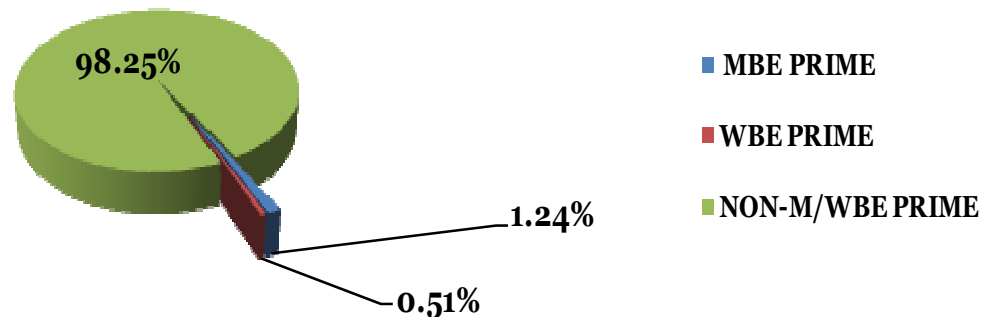
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$225,361.01	\$93,019.27	\$18,200,814.11
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	1.24%	0.51%	1.75%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$42,705.40	\$37,946.43	\$80,651.83
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.23%	0.21%	0.44%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and NON-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **84%** and **16%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **71%** and **29%**, respectively.

For MBEs and WBEs, DHSS spent the most dollars on **COMMODITIES - OFFICE SUPPLIES**.

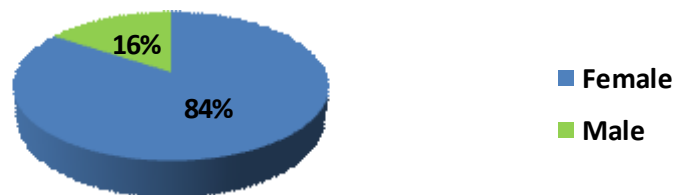
Department of Higher Education

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 9						
# Employed	1	4	5	0	1	0	0	0	0	8
# Available	0.4	4.4	4.1	0.0	0.3	0.0	0.0	0.0	0.0	8.0
Persons Required	0	0	0	1	0	1	1	1	1	0
B—Professionals				Total Employed: 27						
# Employed	1	25	2	0	1	0	0	0	0	26
# Available	1.6	15.0	8.2	0.4	0.8	0.2	0.1	0.0	0.2	21.6
Persons Required	1	0	5	1	0	1	1	1	1	0
E—Paraprofessionals				Total Employed: 10						
# Employed	1	9	1	0	1	0	0	0	0	9
# Available	0.2	9.8	0.2	0.0	0.2	0.0	0.0	0.0	0.0	9.8
Persons Required	0	0	0	0	0	0	0	0	0	0
F—Office and Clerical				Total Employed: 5						
# Employed	0	5	0	0	0	0	0	0	0	5
# Available	0.2	2.6	1.7	0.0	0.1	0.0	0.0	0.0	0.0	4.2
Persons Required	1	0	2	1	1	1	1	0	1	0

Established in 1972, the Department of Higher Education is overseen by the State Coordinating Board for Higher Education. **The department employs 51 people** who oversee the operations of all public four-year, two-year, and independent colleges and universities as well as the technical, proprietary and private career schools of the state. The department is also responsible for the direction of several financial and student assistance programs including The Access Missouri Financial Assistance Program; The Missouri Higher Education Academic “Bright Flight” Program; The Advantage Missouri Program and The Missouri Student Loan Program.

Female/Male Comparison



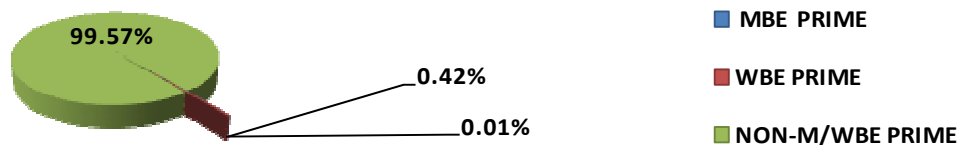
Dr. David R. Russell, Commissioner

FY14 M/WBE Contracting and Procurement Spend

The Missouri Department of Higher Education (MDHE) serves as the administrative arm of the Coordinating Board for Higher Education (CBHE). The CBHE appoints the commissioner of Higher Education to head the MDHE and carry out administrative responsibilities to achieve the CBHE's desired goals for the state system of higher education. This higher education system serves more than 387,000 students through 13 public four-year universities, 20 public two-year colleges, one public two-year technical college, 25 independent colleges and universities, and 159 proprietary and private career schools. MDHE carries out its mission through six different divisions which include:

<i>Academic Affairs</i>	<i>Financial Assistance, Outreach & Proprietary Certification</i>		<i>Missouri Student Loan Program</i>		
<i>Contracts and Compliance</i>	<i>Fiscal Affairs and Operations</i>		<i>Information Technology</i>		
PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$8,413.20
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$0.00	0.00%	\$0.00	0.00%	\$823.00
COMMODITIES - MISCELLANEOUS	\$0.00	0.00%	\$0.00	0.00%	\$471.92
COMMODITIES - OFFICE SUPPLIES	\$0.00	0.00%	\$11,446.46	66.28%	\$17,269.44
COMMODITIES - VEHICLES & FUEL	\$0.00	0.00%	\$0.00	0.00%	\$2,221.47
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$0.00	0.00%	\$0.00
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$0.00	0.00%	\$0.00
EMPLOYEE REIMBURSEMENTS/OTHER MISC. SPEND	\$0.00	0.00%	\$0.00	0.00%	\$478.60
IT-COMPUTER RELATED SERVICES	\$0.00	0.00%	\$0.00	0.00%	\$0.00
IT-COMPUTERS & COMPUTER EQUIPMENT	\$0.00	0.00%	\$0.00	0.00%	\$0.00
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$692.83	100.00%	\$692.83
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$0.00	0.00%	\$4,400,146.99
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$17,692.07
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$2,000.00
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$511.02	3.86%	\$0.00	0.00%	\$13,245.23
PROFESSIONAL SERVICES-MARKETING , ADVERTISING, & MAILING	\$560.75	0.36%	\$25,071.95	16.28%	\$153,989.27
PROFESSIONAL SERVICES-MISCELLANEOUS	\$0.00	0.00%	\$280.00	0.01%	\$4,409,864.08
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$1,071.77		\$37,491.24		\$9,027,308.10
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	0.01%		0.42%		0.43%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>					
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$210,792.12		\$84,969.61		\$295,761.73
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	2.34%		0.94%		3.28%
<i>**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.</i>					

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of .50% and 99.5%, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of 31% and 69%, respectively.

For MBEs and WBEs, the most dollars were spent on **PROFESSIONAL SERVICES-MARKETING , ADVERTISING & MAILING**.

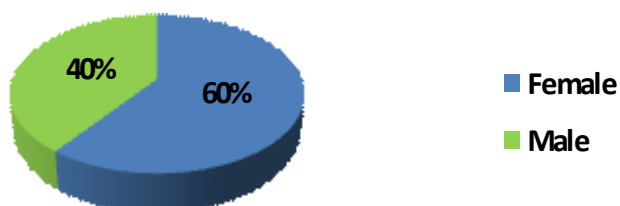
Department of Insurance, Financial Institutions & Professional Registration

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 80						
# Employed	3	47	33	0	3	0	0	0	0	77
# Available	6.2	31.0	49.2	0.8	3.7	1.0	0.1	0.0	0.6	74.0
Persons Required	2	0	7	1	0	1	1	1	1	0
B—Professionals				Total Employed: 305						
# Employed	23	143	162	1	18	1	1	2	0	282
# Available	24.1	151.0	151.2	4.2	15.2	2.8	0.3	0.1	1.4	278.1
Persons Required	0	0	0	3	0	2	0	0	2	0
C—Technicians				Total Employed: 94						
# Employed	8	87	7	0	7	1	0	0	0	86
# Available	8.3	43.3	36.3	0.1	5.7	0.1	1.5	0.0	0.9	71.3
Persons Required	0	0	23	1	0	0	2	0	1	0
E—Paraprofessionals				Total Employed: 9						
# Employed	0	8	1	0	0	0	0	0	0	9
# Available	0.7	7.1	1.9	0.0	0.3	0.0	0.3	0.0	0.0	8.3
Persons Required	1	0	1	1	1	1	1	0	1	0
F—Office and Clerical				Total Employed: 29						
# Employed	2	26	3	0	2	0	0	0	0	27
# Available	1.7	24.1	4.3	0.0	1.3	0.1	0.0	0.0	0.2	26.7
Persons Required	0	0	1	1	0	1	1	1	1	0

Employing 517 people, the Department of Insurance, Financial Institutions and Professional Registration regulates consumer and service industries by encouraging a fair and open market place. The department is divided into seven (7) divisions and over thirty (30) separate boards, committees,

Female/Male Comparison



advisory boards, commissions, councils and advisory councils whose mission is to protect consumers from unfair and inequitable treatment, and to enforce state laws and regulations regarding business practices and licensure.

John M. Huff, Director

FY14 M/WBE Contracting and Procurement Spend

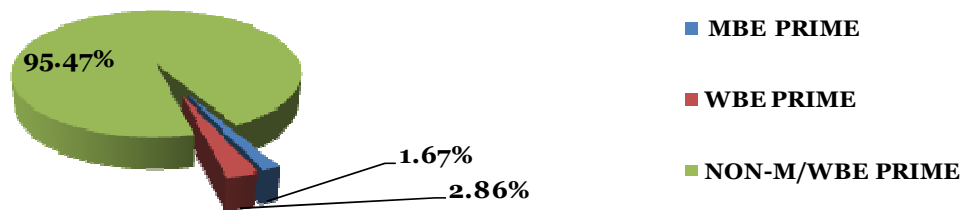
The Department of Insurance, Financial Institutions and Professional Registration (DIFP) regulates consumer service industries in Missouri by encouraging a fair and open market, establishing coherent and evolving policies that balance the interest of consumers, professionals and industry, and enforcing state laws and regulations governing businesses to protect consumers from unfair and inequitable treatment. The department is funded through fees and assessments from the industries and professionals regulated by the department rather than state general revenue. DIFP is comprised of the following divisions:

<i>Administration</i>	<i>Credit Unions</i>	<i>Finance</i>	<i>Professional Registration</i>		
<i>Insurance Consumer Affairs</i>	<i>Insurance Company Regulation</i>	<i>Insurance Market Regulation</i>			
	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
PROCUREMENT CATEGORY					
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$49,740.58
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$972.00	2.46%	\$1,095.00	2.77%	\$39,463.66
COMMODITIES - MISCELLANEOUS	\$248.79	2.58%	\$0.00	0.00%	\$9,644.37
COMMODITIES - OFFICE SUPPLIES	\$6,500.75	3.19%	\$5,607.09	2.76%	\$203,478.26
COMMODITIES - VEHICLES & FUEL	\$51,330.32	18.70%	\$0.00	0.00%	\$274,537.45
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$0.00	0.00%	\$6,564.38
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$0.00	0.00%	\$29,428.33
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$0.00	0.00%	\$28,010.20	88.17%	\$31,767.71
IT-COMPUTER RELATED SERVICES	\$149.07	0.01%	\$0.00	0.00%	\$1,032,372.49
IT-COMPUTERS & COMPUTER EQUIPMENT	\$450.86	70.93%	\$0.00	0.00%	\$635.61
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$10,025.91	59.71%	\$16,790.70
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$48,176.40	4.55%	\$1,058,604.80
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$54,273.48
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$300.00	0.68%	\$0.00	0.00%	\$44,292.41
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$513.33	2.44%	\$110.00	0.52%	\$20,996.65
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$0.00	0.00%	\$2,210.13	2.20%	\$100,293.08
PROFESSIONAL SERVICES-MISCELLANEOUS	\$20.00	0.00%	\$8,355.00	1.29%	\$648,350.40

DIRECT PAYMENTS TO PRIME CONTRACTORS	\$60,485.12	\$103,589.73	\$3,621,234.36
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	1.67%	2.86%	4.53%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>			
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$0.00	\$0.00	\$0.00
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.00%	0.00%	0.00%

****Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.**

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Of the total payments made to minority businesses **100%** of the direct total payments went to MBE Prime Vendors. Of the total payments made to women-owned businesses, **100%** of the direct total payments went to WBE Prime Vendors.

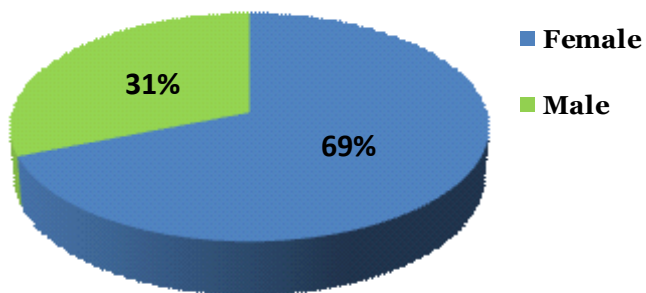
For MBE's, DIFP's highest dollars were spent on **COMMODITIES - VEHICLES & FUEL**.
For WBE's, the most dollars were spent on **PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SERVICES**.

Department of Labor and Industrial Relations

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators			Total Employed: 106							
# Employed	9	54	52	1	7	0	0	0	1	97
# Available	5.6	40.6	62.9	0.7	3.3	1.0	0.2	0.0	0.4	97.9
Persons Required	0	0	0	0	0	1	1	1	0	0
B—Professionals			Total Employed: 526							
# Employed	65	339	187	4	49	5	4	0	3	461
# Available	44.4	241.5	236.6	6.9	25.2	6.2	0.6	0.3	5.1	433.7
Persons Required	0	0	3	2	0	0	0	1	2	0
C—Technicians			Total Employed: 3							
# Employed	0	1	2	0	0	0	0	0	0	3
# Available	0.3	1.5	1.3	0.0	0.2	0.0	0.0	0.0	0.0	2.5
Persons Required	1	1	0	1	1	1	1	1	1	0
E—Paraprofessionals			Total Employed: 43							
# Employed	2	34	9	0	1	0	1	0	0	41
# Available	3.6	19.0	19.9	0.6	1.9	0.5	0.1	0.0	0.4	35.4
Persons Required	1	0	7	1	1	1	0	1	1	0
F—Office and Clerical			Total Employed: 169							
# Employed	12	156	13	1	10	1	0	0	0	157
# Available	14.9	128.1	35.5	0.8	9.2	2.3	0.4	0.2	2.0	148.7
Persons Required	0	0	16	0	0	1	1	1	2	0

Female/Male Comparison



Employing 847 people, the Department of Labor and Industrial Relations was established by Article IV, Section 49 of the Missouri Constitution in 1972 and is overseen by the Labor and Industrial Relations Commission. The department is divided into five (5) divisions which are: Division of Employment Security, Division of Workers' Compensation, State Board of Mediation, Division of Labor Standards and the Missouri Commission on Human Rights.

Ryan McKenna, Director

FY14 M/WBE Contracting and Procurement Spend

The Department of Labor & Industrial Relations (DOLIR) promotes economic security and a safe and healthy workplace. DOLIR protects wage earners and individuals against discrimination by improving working conditions, enforcing labor and anti-discrimination laws and helping those unemployed or injured on the job. Entities operating within the department are:

Director and Staff Administration	Division of Employment Security	MO Commission on Human Rights
Division of Labor Standards	Labor and Industrial Relations Commission	Division of Workers' Compensation
State Board of Mediation		

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$50,603.74
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$32,326.88	1.82%	\$400.30	0.02%	\$1,771,512.53
COMMODITIES - MISCELLANEOUS	\$96,625.59	81.91%	\$401.14	0.34%	\$117,964.66
COMMODITIES - OFFICE SUPPLIES	\$85,477.52	24.79%	\$10,068.79	2.92%	\$344,759.00
COMMODITIES - VEHICLES & FUEL	\$0.00	0.00%	\$0.00	0.00%	\$45,722.97
CONSTRUCTION-BUILDING & REPAIR	\$4.46	0.43%	\$0.00	0.00%	\$1,040.91
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$603.58	7.20%	\$3.76	0.04%	\$8,387.66
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$152.60	0.47%	\$212.50	0.65%	\$32,697.45
IT-COMPUTER RELATED SERVICES	\$838,900.09	23.18%	\$0.00	0.00%	\$3,619,232.98
IT-COMPUTERS & COMPUTER EQUIPMENT	\$283,410.70	11.82%	\$4,726.75	0.20%	\$2,397,004.90
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$8,401.40	100.00%	\$8,401.40
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$2,827.30	34.55%	\$8,184.12
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$15.92	0.04%	\$0.00	0.00%	\$35,459.08
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$1,678.00
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$0.00	0.00%	\$180.00	0.17%	\$106,643.92
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$778.96	2.27%	\$662.08	1.93%	\$34,288.86
PROFESSIONAL SERVICES-MISCELLANEOUS	\$0.00	0.00%	\$94,101.86	17.73%	\$530,740.50

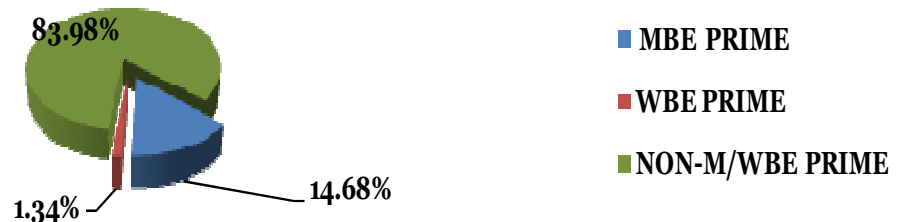
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$1,338,296.30	\$121,985.88	\$9,114,322.68
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	14.68%	1.34%	16.02%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$592.70	\$12,227.66	\$12,820.36
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.01%	0.13%	0.14%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **99.96%** and **0.04%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **90.89%** and **9.11%**, respectively.

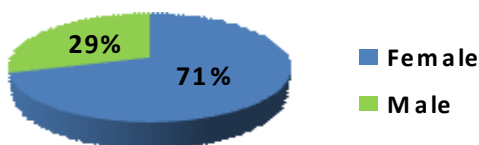
For MBEs, DOLIR's highest dollars were spent on **IT-COMPUTER RELATED SERVICES**.
For WBEs, the most dollars were spent on **PROFESSIONAL SERVICES-MISCELLANEOUS**.

Department of Mental Health

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 367						
# Employed	38	265	102	4	32	1	1	0	0	329
# Available	70.3	203.1	164.3	14.8	36.5	15.0	1.2	0.2	2.5	297.0
Persons Required	19	0	30	8	0	11	0	1	2	0
B—Professionals				Total Employed: 1,618						
# Employed	330	1250	368	49	260	13	3	0	0	1288
# Available	371.5	874.4	756.7	102.1	151.9	91.9	5.3	1.1	18.1	1259.3
Persons Required	0	0	238	33	0	61	2	1	15	0
C—Technicians				Total Employed: 257						
# Employed	68	216	41	1	64	2	1	0	0	189
# Available	70.3	128.4	128.6	14.3	25.5	24.4	1.7	0.4	4.0	186.7
Persons Required	0	0	62	11	0	18	1	1	4	0
D—Protective Service Workers				Total Employed: 93						
# Employed	39	12	81	0	39	0	0	0	0	54
# Available	33.7	48.9	44.1	4.5	13.1	13.4	0.7	0.2	1.7	59.3
Persons Required	0	28	0	4	0	11	1	1	2	0
E—Paraprofessionals				Total Employed: 3,357						
# Employed	1445	2187	1170	52	1341	45	5	0	0	1912
# Available	821.8	1559.0	1830.2	250.4	263.9	239.4	13.4	3.7	50.4	2567.4
Persons Required	0	0	295	149	0	147	6	3	41	142
F—Office and Clerical				Total Employed: 580						
# Employed	137	535	45	4	129	0	3	0	0	443
# Available	150.1	472.2	108.4	22.3	56.9	59.1	3.2	0.8	7.9	430.5
Persons Required	0	0	42	14	0	48	0	1	7	0
G— Skilled Craft Workers				Total Employed: 21						
# Employed	7	4	17	0	7	0	0	0	0	14
# Available	6.3	1.8	19.2	0.5	1.6	3.8	0.2	0.0	0.3	14.7
Persons Required	0	0	0	1	0	4	1	1	1	0
H—Service Maintenance				Total Employed: 434						
# Employed	167	274	160	3	160	2	1	0	0	267
# Available	155.4	215.0	219.0	20.1	61.0	62.6	3.3	0.8	7.7	278.6
Persons Required	0	0	16	14	0	49	2	1	7	0

Female/Male Comparison



Established in 1974, the Department of Mental Health employs 6,727 people throughout the state. The department is divided into three divisions: Division of Administrative Services, Division of Developmental Disabilities and the Division of Behavioral Health. These divisions oversee the operation and regulation of all mental health facilities throughout the state.

Keith Schafer, Director

FY14 M/WBE Contracting and Procurement Spend

The Missouri Department of Mental Health (DMH) is comprised of the following divisions that serves over 170,000 Missourians annually with mental illness, developmental disabilities and addictions. DMH utilizes a decentralized procurement system. Each division presents their bid to the public or to prospective vendors in different ways. An analysis of DMH's total FY14 expenditures is broken down into the procurement categories shown in the table below.

<i>Division of Administrative Services</i>		<i>Division of Behavioral Health</i>		<i>Division of Developmental Disabilities</i>	
PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$8,524.33	4.96%	\$171,960.48
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$5,911.17	0.44%	\$49,995.79	3.71%	\$1,349,394.22
COMMODITIES - MISCELLANEOUS	\$17,085.79	0.99%	\$47,864.21	2.76%	\$1,732,387.99
COMMODITIES - OFFICE SUPPLIES	\$21,527.54	1.93%	\$41,565.63	3.73%	\$1,113,114.31
COMMODITIES - VEHICLES & FUEL	\$1,164.09	0.09%	\$0.00	0.00%	\$1,248,299.70
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$64,102.09	10.34%	\$620,179.33
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$12,861.48	1.17%	\$27,160.30	2.47%	\$1,099,576.48
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS	\$0.00	0.00%	\$0.00	0.00%	\$403,551.02
IT-COMPUTER RELATED SERVICES	\$48,428.81	8.76%	\$4,592.66	0.83%	\$552,864.71
IT-COMPUTERS & COMPUTER EQUIPMENT	\$4,002.34	1.07%	\$66,081.38	17.74%	\$372,577.95
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$672.75	0.04%	\$1,532,339.06
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED	\$0.00	0.00%	\$0.00	0.00%	\$102,934.80
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$29,908.88	0.57%	\$5,283,127.18
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$300.00	0.00%	\$14,834,620.49
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$185.53	0.05%	\$12,021.59	3.01%	\$399,807.93
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$597.42	0.37%	\$2,414.60	1.50%	\$160,641.74
PROFESSIONAL SERVICES-MISCELLANEOUS	\$1,218.00	0.03%	\$14,517.25	0.41%	\$3,546,965.52
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$112,982.17		\$369,721.46		\$34,524,342.91
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	0.33%		1.07%		1.40%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>					
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$2,102,361.36		\$1,769,808.53		\$3,872,169.89
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	6.09%		5.13%		11.22%
<i>**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.</i>					

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **5%** and **95%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **17%** and **83%**, respectively.

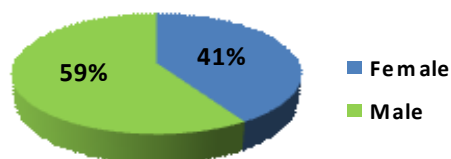
For MBE's, DMH's highest dollars were spent on **IT-COMPUTER RELATED SERVICES** .
For WBE's, the most dollars were spent on **IT-COMPUTERS & COMPUTER EQUIPMENT**.

Department of Natural Resources

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 302						
# Employed	7	112	190	2	4	1	0	0	0	295
# Available	20.8	124.2	173.3	5.0	12.0	2.3	0.2	0.0	1.4	276.6
Persons Required	10	0	0	2	6	1	1	0	2	0
B—Professionals				Total Employed: 682						
# Employed	46	283	399	11	25	5	2	0	0	636
# Available	86.3	289.1	368.9	11.5	62.7	7.6	0.6	0.1	3.5	571.6
Persons Required	24	0	0	0	26	2	0	1	3	0
C—Technicians				Total Employed: 50						
# Employed	2	15	35	0	2	0	0	0	0	48
# Available	3.3	15.0	25.7	0.3	2.4	0.4	0.0	0.0	0.2	37.3
Persons Required	1	0	0	1	0	1	1	1	1	0
D—Protective Service Workers				Total Employed: 31						
# Employed	1	0	31	0	0	1	0	0	0	30
# Available	5.1	12.4	18.6	0.5	3.2	0.9	0.1	0.0	0.4	25.9
Persons Required	4	10	0	1	3	0	1	1	1	0
E—Paraprofessionals				Total Employed: 15						
# Employed	1	12	3	1	0	0	0	0	0	14
# Available	1.0	10.7	4.3	0.5	0.4	0.1	0.0	0.0	0.1	14.0
Persons Required	0	0	1	0	1	1	1	0	1	0
F—Office and Clerical				Total Employed: 175						
# Employed	9	162	13	2	7	0	0	0	0	166
# Available	16.0	146.9	28.1	0.9	11.2	2.2	0.4	0.1	1.2	159.0
Persons Required	4	0	10	0	2	2	1	1	1	0
G— Skilled Craft Workers				Total Employed: 38						
# Employed	0	0	38	0	0	0	0	0	0	38
# Available	3.1	2.6	35.4	0.2	1.4	1.1	0.1	0.0	0.3	34.9
Persons Required	3	3	0	1	2	1	1	1	1	0
H—Service Maintenance				Total Employed: 147						
# Employed	1	10	137	0	1	0	0	0	0	146
# Available	27.3	71.0	73.7	2.7	17.7	3.9	0.5	0.1	2.4	117.5
Persons Required	21	47	0	3	14	4	1	1	2	0

Female/Male Comparison



Established on July 1, 1974 to preserve and protect Missouri's natural, cultural and energy resources, **the Department of Natural Resources employs 1,440 people.** The department is separated into five divisions: Office of the Director, Division of Administrative Support, Missouri Geological Survey, Division of Environmental Quality and the Missouri State Parks.

Sara Parker Pauley, Director

FY14 M/WBE Contracting and Procurement Spend

Missouri's air, land and water resources play an important role in our quality of life and health and are essential to the environmental and economic vitality of our state. The Missouri Department of Natural Resources works to protect our air, land and water; preserve our unique natural and historic places; and provide recreational and learning opportunities for everyone. The agency accomplishes this mission through the following divisions, groups or programs:

Office of the Director Division of Administrative Support Missouri Geological Survey Missouri State Parks

Division of Environmental Quality

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$562.50	0.44%	\$0.00	0.00%	\$126,910.66
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$26,840.86	1.26%	\$7,713.68	0.36%	\$2,137,745.13
COMMODITIES - MISCELLANEOUS	\$2,072.22	0.14%	\$5,425.70	0.36%	\$1,519,300.79
COMMODITIES - OFFICE SUPPLIES	\$828.37	0.20%	\$5,652.26	1.34%	\$423,069.73
COMMODITIES - VEHICLES & FUEL	\$0.00	0.00%	\$0.00	0.00%	\$2,989,662.47
CONSTRUCTION-BUILDING & REPAIR	\$734.66	0.03%	\$4,246.39	0.16%	\$2,677,142.60
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$0.00	0.00%	\$0.00	0.00%	\$392,037.10
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS SPEND	\$5,646.79	0.65%	\$4,717.95	0.54%	\$868,543.41
IT-COMPUTER RELATED SERVICES	\$0.00	0.00%	\$201.60	0.60%	\$33,589.08
IT-COMPUTERS & COMPUTER EQUIPMENT	\$5,767.84	46.66%	\$273.00	2.21%	\$12,362.64
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$12,816.76	88.70%	\$14,449.47
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$46,737.05	17.54%	\$266,419.88
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$165,635.02
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$555,322.28
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$0.00	0.00%	\$77.40	0.02%	\$314,966.35
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$468.71	0.15%	\$15,403.16	4.85%	\$317,405.20
PROFESSIONAL SERVICES-MISCELLANEOUS	\$666,861.17	8.62%	\$257,474.52	3.33%	\$7,732,520.57

DIRECT PAYMENTS TO PRIME CONTRACTORS

\$709,783.12

\$360,739.47

\$20,547,082.38

MBE & WBE PERCENTAGES ON DIRECT PAYMENTS

3.45%

1.76%

5.21%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**

\$546,144.39

\$470,437.17

\$1,016,581.56

MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**

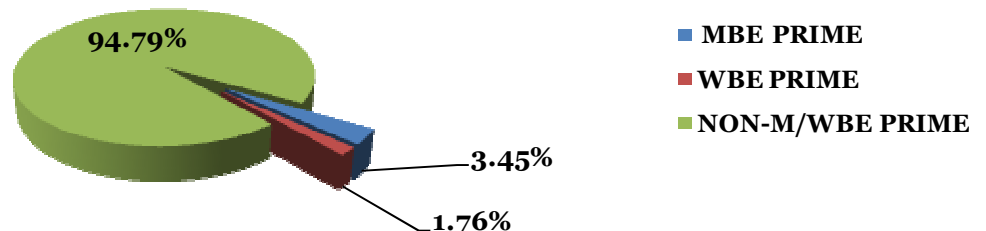
2.66%

2.29%

4.95%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total direct and indirect payments to MBEs total \$2,251,076.92 of which **57%** were direct payments and **43%** were indirect payments. Total direct and indirect payments to WBEs total \$1,528,665.28 of which **43%** were direct payments and **57%** were indirect payments.

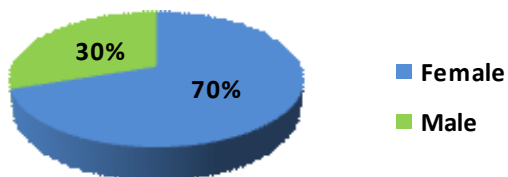
DNR's largest procurement category based on total spend is **Professional Services-Miscellaneous**.

Department of Public Safety

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 101						
# Employed	7	38	63	0	6	1	0	0	0	94
# Available	8.2	34.7	66.5	1.1	4.6	1.3	0.2	0.0	1.0	93.0
Persons Required	0	0	0	1	0	1	1	1	1	0
B—Professionals				Total Employed: 463						
# Employed	41	308	155	5	34	0	2	0	0	422
# Available	59.4	295.4	166.3	11.5	36.3	5.2	1.3	0.2	4.4	402.3
Persons Required	7	0	0	5	0	5	0	1	4	0
C—Technicians				Total Employed: 159						
# Employed	24	127	32	0	20	4	0	0	0	135
# Available	32.0	124.5	34.7	4.0	23.5	1.7	0.3	0.0	2.4	127.2
Persons Required	2	0	0	4	0	0	1	0	2	0
D—Protective Service Workers				Total Employed: 110						
# Employed	2	10	100	0	2	0	0	0	0	108
# Available	21.6	12.0	98.0	0.3	14.4	2.0	0.3	0.1	4.6	88.4
Persons Required	16	0	0	1	10	2	1	1	4	0
E—Paraprofessionals				Total Employed: 802						
# Employed	235	720	82	16	205	10	4	0	0	567
# Available	246.9	681.7	119.5	5.5	209.8	13.2	3.8	1.7	12.8	554.4
Persons Required	0	0	14	0	0	1	0	2	11	0
F—Office and Clerical				Total Employed: 173						
# Employed	17	154	19	0	14	2	1	0	0	156
# Available	17.8	152.5	20.7	1.2	12.0	2.6	0.4	0.1	1.6	155.4
Persons Required	0	0	0	1	0	1	0	1	2	0
G— Skilled Craft Workers				Total Employed: 59						
# Employed	7	2	57	1	2	3	1	0	0	52
# Available	7.0	7.1	51.9	0.2	4.1	1.7	0.3	0.0	0.7	52.0
Persons Required	0	4	0	0	2	0	0	1	1	0
H—Service Maintenance				Total Employed: 474						
# Employed	92	274	200	11	74	7	0	0	0	382
# Available	115.5	176.2	297.3	5.6	70.4	28.6	1.6	0.1	9.1	358.1
Persons Required	1	0	38	0	0	16	2	1	8	0

Female/Male Comparison



Employing 2,341 people, the Department of Public Safety is charged with coordinating statewide law enforcement, criminal justice and public safety efforts. Established in 1974, the department is divided into nine (9) separate agencies which include: the Office of the Director; the Missouri State Highway Patrol, Capitol Police, Fire Safety, Alcohol and Tobacco Control, National Guard, State Emergency Management Agency, Veterans Commission and the Gaming Commission.

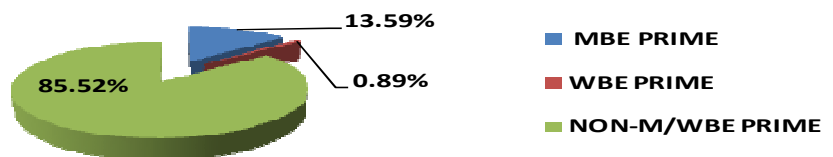
Peter Lyskowski, Acting Director***

FY14 M/WBE Contracting and Procurement Spend

The Department of Public Safety (DPS) coordinates statewide law enforcement, criminal justice and public safety efforts to ensure a safe environment for Missourians. The department's mission is to provide a safe and secure environment for all individuals through efficient and effective law enforcement, national defense, disaster preparedness, service to veterans and education. DPS is comprised of the following nine divisions:

<i>Office of the Director</i>	<i>Alcohol & Tobacco</i>		<i>Capitol Police</i>		
<i>Fire Safety</i>	<i>Highway Patrol</i>		<i>Missouri Gaming Commission</i>		
<i>National Guard</i>	<i>SEMA</i>		<i>Veterans Commission</i>		
	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
PROCUREMENT CATEGORY					
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$750.00	0.49%	\$151,556.42
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$1,915,790.46	16.89%	\$23,608.41	0.21%	\$11,345,803.30
COMMODITIES - MISCELLANEOUS	\$50,821.43	0.64%	\$61,530.22	0.78%	\$7,887,104.10
COMMODITIES - OFFICE SUPPLIES	\$3,057.47	0.34%	\$140,002.21	15.63%	\$895,987.09
COMMODITIES - VEHICLES & FUEL	\$116,096.82	0.59%	\$54,550.51	0.28%	\$19,606,530.92
CONSTRUCTION-BUILDING & REPAIR	\$3,151.24	0.12%	\$16,301.25	0.62%	\$2,620,319.38
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$56,096.66	3.11%	\$25,374.18	1.41%	\$1,802,628.15
EMPLOYEE REIMBURSEMENTS/OTHER MISC. SPEND	\$0.00	0.00%	\$20,100.25	23.35%	\$86,077.62
IT-COMPUTER RELATED SERVICES	\$4,146,315.74	46.45%	\$57,006.58	0.64%	\$8,927,333.63
IT-COMPUTERS & COMPUTER EQUIPMENT	\$4,662,209.63	66.17%	\$40,614.20	0.58%	\$7,045,312.36
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$4,173.49	100.00%	\$4,173.49
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$10,039.20	16.55%	\$60,670.40
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$125,302.99	2.49%	\$5,032,965.99
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$29,085.90	0.30%	\$9,710,653.41
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$297,023.34	18.52%	\$1,936.56	0.12%	\$1,603,770.00
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$5,849.50	1.34%	\$40,778.20	9.31%	\$438,020.79
PROFESSIONAL SERVICES-MISCELLANEOUS	\$58,216.00	0.96%	\$90,458.44	1.50%	\$6,042,001.10
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$11,314,628.29		\$741,612.59		\$83,260,908.15
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	13.59%		0.89%		14.48%
<i>The following amounts represent “indirect” payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.</i>					
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$184,838.01		\$98,060.47		\$282,898.48
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.22%		0.12%		0.34%
<i>**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.</i>					

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **98%** and **2%**, respectively. Total payments to women-owned businesses are split between direct payments WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **88%** and **12%**, respectively.

For MBEs, DPS's highest dollars were spent on **IT-COMPUTERS & COMPUTER EQUIPMENT**.

For WBEs, the most dollars were spent on **COMMODITIES - OFFICE SUPPLIES**.

***Please note that **Jerry Lee** was the Director of Public Safety during the FY14 Report review year.

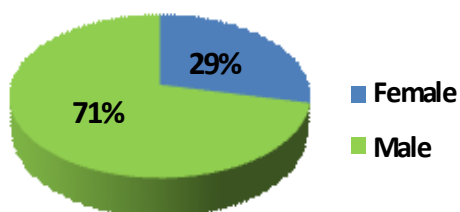
Missouri State Highway Patrol

Colonel Ronald K. Replogle

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 121						
# Employed	11	10	111	2	6	1	2	0	0	110
# Available	5.5	24.7	96.3	1.7	2.6	0.5	0.3	0.0	0.3	115.5
Persons Required	0	10	0	0	0	0	0	1	1	0
B—Professionals				Total Employed: 243						
# Employed	9	136	107	0	8	1	0	0	0	234
# Available	50.5	102.1	140.6	24.2	18.5	4.2	1.4	0.2	1.9	192.3
Persons Required	32	0	6	20	7	3	2	1	2	0
C—Technicians				Total Employed: 654						
# Employed	48	341	313	3	38	5	2	0	0	606
# Available	90.9	330.0	324.0	12.9	61.1	6.9	6.6	0.2	3.2	563.1
Persons Required	25	0	0	8	11	1	4	1	3	0
D—Protective Service Workers				Total Employed: 1,148						
# Employed	62	58	1090	5	29	14	14	0	0	1086
# Available	124.2	136.6	1011.4	2.8	99.3	8.7	11.1	0.5	1.8	1023.8
Persons Required	38	52	0	0	51	0	0	1	2	0
F—Office and Clerical				Total Employed: 129						
# Employed	5	121	8	0	4	1	0	0	0	124
# Available	13.5	118.7	10.3	1.1	9.6	1.4	1.1	0.0	0.3	115.5
Persons Required	6	0	1	1	4	1	1	1	1	0
G—Skilled Craft Workers				Total Employed: 30						
# Employed	0	0	30	0	0	0	0	0	0	30
# Available	3.0	0.7	29.3	0.2	1.9	0.4	0.3	0.0	0.1	27.0
Persons Required	3	1	0	1	2	1	1	1	1	0
H—Service Maintenance				Total Employed: 50						
# Employed	1	12	38	0	1	0	0	0	0	49
# Available	9.3	8.8	41.2	0.5	5.0	2.6	0.7	0.0	0.5	40.7
Persons Required	7	0	0	1	4	3	1	1	1	0

Female/Male Comparison



Established in 1931, the Missouri State Highway Patrol employs **2,375 people**. The Missouri State Highway Patrol's mission is to serve and protect all people by enforcing laws and providing services to ensure a safe and secure environment. By excelling as a criminal justice leader in the delivery of quality services, the Missouri State Highway Patrol will ensure Missouri is a safe place to live and visit. The primary purpose of the Highway Patrol is to enforce the traffic laws and promote safety upon the highways. As near as practicable all personnel of the Patrol shall be used for carrying out these purposes.

Fostering a Diverse Workforce

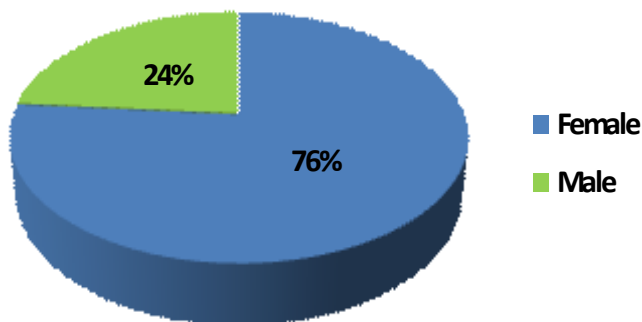


Department of Revenue

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 61						
# Employed	4	35	26	1	3	0	0	0	0	57
# Available	3.2	28.5	32.4	0.5	1.6	0.8	0.3	0.0	0.1	57.8
Persons Required	0	0	0	0	0	1	1	1	1	0
B—Professionals				Total Employed: 314						
# Employed	37	203	111	12	17	5	3	0	0	277
# Available	22.2	176.5	132.4	1.2	15.8	2.4	0.5	0.1	2.2	286.7
Persons Required	0	0	0	0	0	0	0	1	2	0
E—Paraprofessionals				Total Employed: 613						
# Employed	46	522	91	9	25	9	3	0	0	567
# Available	38.4	369.0	231.9	2.1	31.0	1.7	0.4	0.0	3.4	562.4
Persons Required	0	0	95	0	0	0	0	0	3	0
F—Office and Clerical				Total Employed: 133						
# Employed	5	99	34	0	5	0	0	0	0	128
# Available	9.5	87.0	43.7	0.4	5.1	2.9	0.3	0.1	0.7	121.2
Persons Required	3	0	1	1	0	3	1	1	1	0
G— Skilled Craft Workers				Total Employed: 1						
# Employed	1	0	1	0	1	0	0	0	0	0
# Available	0.1	0.6	0.3	0.0	0.0	0.1	0.0	0.0	0.0	0.7
Persons Required	0	1	0	1	0	1	1	0	0	1
H—Service Maintenance				Total Employed: 3						
# Employed	0	0	3	0	0	0	0	0	0	3
# Available	0.3	0.5	2.5	0.0	0.2	0.1	0.0	0.0	0.0	2.7
Persons Required	1	1	0	1	1	1	1	1	1	0

Female/Male Comparison



Established in 1945, the **Department of Revenue** employs **1,125** people separated into five (5) divisions and two (2) commissions. The Department is made up of the Office of the Director, the Administration Division, the Legal Services Division, the Motor Vehicle and Drivers Licensing Division, and the Taxation Division. Also included under the Department of Revenue are the State Lottery Commission and the State Tax Commission.

Nia Ray, Director

FY14 M/WBE Contracting and Procurement Spend

The Missouri Department of Revenue (DOR) serves as the central collection agency for all state revenue. The primary duties of the department are to collect and distribute taxes, administer tax credit programs, title and register motor vehicles and boats, issue driver licenses and register and regulate motor vehicle and marine dealers. State Tax Commission and State Lottery Commission perform organizational functions independently of the Revenue (Core), even though they are part of the Department of Revenue.

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$0.00	0.00%	\$3,446,787.80
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$7,550.13	0.65%	\$14,600.80	1.26%	\$1,154,978.02
COMMODITIES - MISCELLANEOUS	\$453.20	0.57%	\$13,986.01	17.44%	\$80,181.83
COMMODITIES - OFFICE SUPPLIES	\$6,021.97	0.08%	\$67,547.59	0.93%	\$7,290,899.89
COMMODITIES - VEHICLES & FUEL	\$1,241.42	0.14%	\$14.90	0.00%	\$880,824.89
CONSTRUCTION-BUILDING & REPAIR	\$0.00	0.00%	\$0.00	0.00%	\$31,990.29
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$26,448.00	53.21%	\$180.75	0.36%	\$49,706.02
EMPLOYEE REIMBURSEMENTS/OTHER MISC. SPEND	\$0.00	0.00%	\$1,375.00	0.98%	\$139,860.26
IT-COMPUTER RELATED SERVICES	\$834,216.93	56.13%	\$1,256.31	0.08%	\$1,486,139.72
IT-COMPUTERS & COMPUTER EQUIPMENT	\$643,142.99	73.30%	\$0.00	0.00%	\$877,400.61
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$78,497.04	100.00%	\$78,497.04
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$404.50	0.01%	\$4,378,473.42
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$0.00	0.00%	\$0.00	0.00%	\$30,140.48
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$0.00	0.00%	\$4,240.00
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$12,246.14	5.88%	\$609.00	0.29%	\$208,398.66
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$15,706.06	0.06%	\$66,365.45	0.25%	\$26,303,574.42
PROFESSIONAL SERVICES-MISCELLANEOUS	\$0.00	0.00%	\$34,625.81	0.08%	\$42,347,261.06

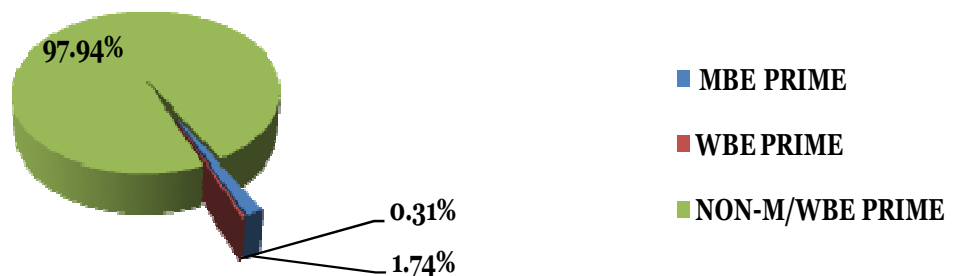
DIRECT PAYMENTS TO PRIME CONTRACTORS	\$1,547,026.84	\$279,463.16	\$88,789,354.41
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	1.74%	0.31%	2.06%

The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state.

INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$1,702,270.29	\$336,204.04	\$2,038,474.33
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	1.92%	0.38%	2.30%

**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **48%** and **52%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **45%** and **55%**, respectively.

For MBEs, DOR's highest dollars were spent on **IT-COMPUTER RELATED SERVICES**.
For WBEs, the most dollars were spent on **PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SERVICES**.

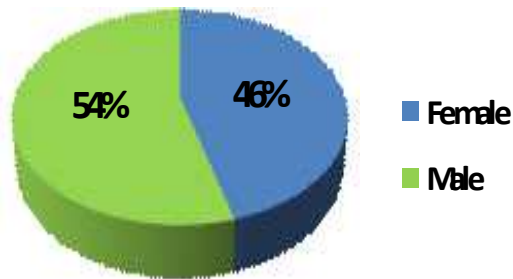
May Sheve Reardon, Director

Missouri Lottery Commission

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators Total Employed: 24										
# Employed	4	11	13	0	3	1	0	0	0	20
# Available	1.3	9.5	14.1	0.2	0.8	0.3	0.0	0.0	0.1	22.3
Persons Required	0	0	0	1	0	0	1	1	1	0
B—Professionals Total Employed: 79										
# Employed	8	37	42	2	6	0	0	0	0	71
# Available	7.2	37.6	35.1	1.2	4.0	1.0	0.1	0.0	0.9	65.5
Persons Required	0	0	0	0	0	1	1	1	1	0
C—Technicians Total Employed: 6										
# Employed	3	1	5	0	3	0	0	0	0	3
# Available	0.6	3.1	2.6	0.0	0.4	0.1	0.0	0.0	0.1	5.0
Persons Required	0	2	0	1	0	1	1	1	1	2
E—Paraprofessionals Total Employed: 9										
# Employed	0	4	5	0	0	0	0	0	0	9
# Available	0.8	4.1	4.1	0.2	0.5	0.1	0.0	0.0	0.1	7.3
Persons Required	1	0	0	1	1	1	1	1	1	0
F—Office and Clerical Total Employed: 30										
# Employed	3	15	15	0	3	0	0	0	0	27
# Available	3.3	23.4	5.6	0.2	2.1	0.5	0.0	0.0	0.4	25.6
Persons Required	0	4	0	1	0	1	1	1	1	0
H—Service Maintenance Total Employed: 1										
# Employed	0	0	1	0	0	0	0	0	0	1
# Available	0.2	0.5	0.4	0.0	0.1	0.0	0.0	0.0	0.0	0.7
Persons Required	1	1	0	1	1	1	1	1	1	0

Female/Male Comparison



Established on Nov. 6, 1984 when 70 percent of Missouri voters approved an amendment to establish a state lottery. Missouri Lottery ticket sales began 28 years ago on January 20, 1986, and since that time, the Lottery has provided the state, including public education, with more than \$4.9 billion in proceeds. In addition, players have won more than \$10.5 billion in lottery prizes, and retailers have earned more than \$1 billion in commissions and incentives. The Missouri Lottery currently offers more than 40 Scratchers games and nine Draw Games for purchase at nearly 5,000 retail locations. **The Commission employs 149 people.**

Bruce E. Davis, Chairman

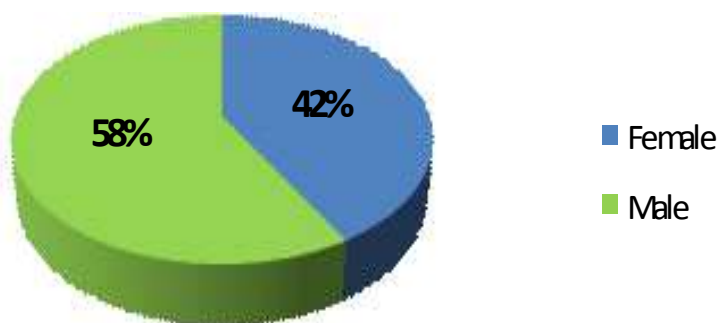
Missouri State Tax Commission

FY14 Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 11						
# Employed	0	3	8	0	0	0	0	0	0	11
# Available	2.3	4.4	6.6	0.5	0.8	0.8	0.1	0.0	0.1	8.7
Persons Required	2	1	0	1	1	1	1	1	1	0
B—Professionals				Total Employed: 8						
# Employed	0	2	6	0	0	0	0	0	0	8
# Available	2.0	3.7	4.4	0.6	0.6	0.6	0.0	0.0	0.1	6.1
Persons Required	2	1	0	1	1	1	1	1	1	0
C—Technicians				Total Employed: 23						
# Employed	0	10	13	0	0	0	0	0	0	23
# Available	6.2	11.4	11.6	1.3	2.3	2.2	0.2	0.0	0.4	16.8
Persons Required	5	0	0	2	2	2	1	1	1	0
E—Paraprofessionals				Total Employed: 1						
# Employed	0	1	0	0	0	0	0	0	0	1
# Available	0.2	0.5	0.5	0.1	0.1	0.1	0.0	0.0	0.0	0.8
Persons Required	1	0	1	1	1	1	1	1	1	0
F—Office and Clerical				Total Employed: 5						
# Employed	0	4	1	0	0	0	0	0	0	5
# Available	1.3	4.7	0.3	0.2	0.5	0.5	0.0	0.0	0.1	3.7
Persons Required	2	0	0	1	1	1	1	1	1	0

The State Tax Commission is an administrative agency under the direction of three commissioners who are appointed by the Governor and confirmed by the Senate. The Commission is given the responsibility of ensuring the uniform and equitable assessment of all taxable tangible property in the state. To assist the Commission in fulfilling this responsibility, there is a staff of appraisers, technicians, and hearing officers located in Jefferson City and throughout the state. **The State Tax Commission employs 48 people.** The State Tax Commission measures the accuracy of property assessments in each county and works with assessors to promote an accurate and fair assessment program. It conducts seminars and training sessions for assessors and their staffs. The Commission also hears taxpayers' appeals from the local Boards of Equalization, and is responsible for the statewide assessment of the property of railroads, airlines, pipelines, electric and telecommunication companies.

Female/Male Comparison

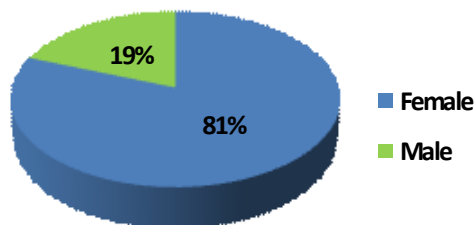


Department of Social Services

Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 326						
# Employed	31	240	86	1	28	0	2	0	0	295
# Available	26.6	146.8	174.2	2.5	18.3	3.9	0.6	0.0	0.0	294.5
Persons Required	0	0	54	1	0	4	0	0	0	0
B—Professionals				Total Employed: 5,728						
# Employed	1097	4569	1159	31	976	66	24	0	0	4631
# Available	770.4	2998.0	2638.3	146.6	452.5	104.2	13.7	0.0	0.0	4865.9
Persons Required	0	0	952	87	0	18	0	0	0	0
C—Technicians				Total Employed: 70						
# Employed	8	64	6	0	5	2	1	0	0	62
# Available	5.6	39.8	24.6	0.1	4.2	0.4	0.4	0.0	0.0	58.8
Persons Required	0	0	14	1	0	0	0	0	0	0
E—Paraprofessionals				Total Employed: 193						
# Employed	55	122	71	0	49	5	1	0	0	138
# Available	25.7	104.4	83.0	4.7	15.4	3.3	0.5	0.0	0.0	161.7
Persons Required	0	0	0	4	0	0	0	0	0	0
F—Office and Clerical				Total Employed: 766						
# Employed	139	736	30	0	127	7	5	0	0	627
# Available	133.0	550.2	197.9	6.1	97.7	16.3	2.3	0.0	0.0	615.0
Persons Required	0	0	129	5	0	7	0	0	0	0
G— Skilled Craft Workers				Total Employed: 1						
# Employed	1	1	0	0	1	0	0	0	0	0
# Available	0.1	0.2	0.8	0.0	0.1	0.0	0.0	0.0	0.0	0.9
Persons Required	0	0	1	1	0	1	1	0	0	1
H—Service Maintenance				Total Employed: 41						
# Employed	14	28	13	0	11	3	0	0	0	27
# Available	10.6	22.7	18.3	0.8	7.6	1.6	0.1	0.0	0.0	30.4
Persons Required	0	0	2	1	0	0	1	0	0	0

Female/Male Comparison



Established in 1974, the **Department of Social Services** employs **7,125 people** in four (4) program divisions including the Children's Division; the Family Support Division; the MO HealthNet Division; and the Division of Youth Services. The Divisions of Finance & Administrative Services and Legal Services provide department-wide support services. The department is charged with administering programs to promote, safeguard and protect the general welfare of children; to maintain and strengthen family life; and, to aid people in need as they strive to achieve their highest level of independence.

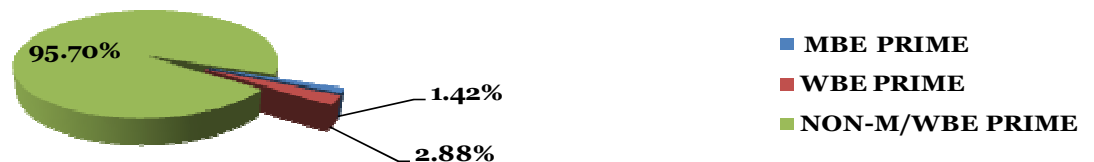
Brian Kinkade, Director

FY14 M/WBE Contracting and Procurement Spend

The Missouri Department of Social Services' (DSS) core functions include child protection and permanency, access to quality health care, youth rehabilitation, and maintaining and strengthening families. DSS accomplishes these functions through the following divisions. An analysis of DSS's FY14 expenditures is broken down into the following categories shown on the table below.

<i>Office of the Director</i>	<i>Family Support Division</i>		<i>Division of Youth Services</i>		
<i>Children's Division</i>	<i>Division of Legal Services</i>		<i>MO Health Net Division</i>		
<i>Division of Finance and Administrative Services</i>					
	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
PROCUREMENT CATEGORY					
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$230.00	0.17%	\$400.00	0.29%	\$138,572.28
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$49,294.30	9.32%	\$16,642.71	3.15%	\$528,741.85
COMMODITIES - MISCELLANEOUS	\$24,520.25	2.89%	\$2,999.20	0.35%	\$847,147.07
COMMODITIES - OFFICE SUPPLIES	\$719,815.93	33.51%	\$33,306.55	1.55%	\$2,148,107.12
COMMODITIES - VEHICLES & FUEL	\$11,719.06	0.48%	\$0.00	0.00%	\$2,449,909.93
CONSTRUCTION-BUILDING & REPAIR	\$440.29	0.57%	\$0.00	0.00%	\$77,400.11
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$5,132.42	0.61%	\$20.00	0.00%	\$845,033.52
EMPLOYEE REIMBURSEMENTS/OTHER MISC. SPEND	\$0.00	0.00%	\$869.25	0.14%	\$616,709.80
IT-COMPUTER RELATED SERVICES	\$255,467.62	0.62%	\$2,381,885.53	5.82%	\$40,938,978.25
IT-COMPUTERS & COMPUTER EQUIPMENT	\$851,641.23	11.71%	\$1,517,157.62	20.86%	\$7,274,593.91
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$542,234.66	99.61%	\$544,342.49
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$3,902.50	0.39%	\$1,002,141.35
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$288.92	0.01%	\$1,450.55	0.06%	\$2,372,751.72
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$10,037.50	0.13%	\$952,101.20	12.63%	\$7,537,639.04
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$1,704.02	0.32%	\$737.07	0.14%	\$537,231.47
PROFESSIONAL SERVICES-MARKETING, ADVERTISING, MAILING	\$8,067.90	2.34%	\$17,569.00	5.10%	\$344,375.99
PROFESSIONAL SERVICES-MISCELLANEOUS	\$830,491.90	0.65%	\$160,306.07	0.13%	\$127,011,453.03
<i>DIRECT PAYMENTS TO PRIME CONTRACTORS</i>	<i>\$2,768,851.34</i>		<i>\$5,631,581.91</i>		<i>\$195,215,128.93</i>
<i>MBE & WBE PERCENTAGES ON DIRECT PAYMENTS</i>	<i>1.42%</i>		<i>2.88%</i>		<i>4.30%</i>
<i>The following amounts represent “indirect” payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state .</i>					
<i>INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**</i>	<i>\$13,755,551.10</i>		<i>\$15,277,728.16</i>		<i>\$29,033,279.26</i>
<i>MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**</i>	<i>7.05%</i>		<i>7.83%</i>		<i>14.87%</i>
<i>**Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.</i>					

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **17%** and **83%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **27%** and **73%**, respectively.

For MBEs, DSS's highest dollars were spent on **IT-COMPUTERS & COMPUTER EQUIPMENT**.

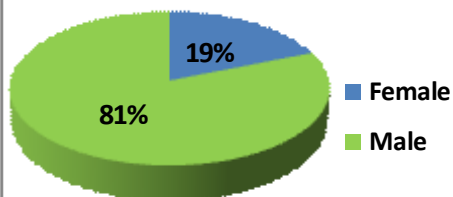
For WBEs, the most dollars were spent on **IT-COMPUTER RELATED SERVICES**.

Department of Transportation

Workforce Diversity

	Minority	Female	Male	Asian	Black	Hispanic	Am. Indian	Pacific Isle.	Two +	White
A—Officials and Administrators				Total Employed: 767						
# Employed	49	157	610	3	25	6	12	0	3	718
# Available	4.5	8.0	45.6	0.8	2.1	0.8	0.1	0.0	0.7	49.2
Persons Required	0	0	0	0	0	0	0	0	0	0
B—Professionals				Total Employed: 981						
# Employed	96	326	655	18	50	10	8	0	10	885
# Available	46.4	118.0	263.9	10.9	23.2	4.5	0.6	0.1	7.0	335.5
Persons Required	0	0	0	0	0	0	0	1	0	0
C—Technicians				Total Employed: 278						
# Employed	21	69	209	0	14	2	5	0	0	257
# Available	9.8	21.7	75.8	1.1	6.4	1.3	0.2	0.0	0.8	87.6
Persons Required	0	0	0	1	0	0	0	0	1	0
E—Paraprofessionals				Total Employed: 146						
# Employed	12	127	19	0	9	0	3	0	0	134
# Available	11.0	44.6	15.3	0.6	7.9	1.4	0.1	0.0	0.8	49.0
Persons Required	0	0	0	1	0	2	0	1	1	0
F—Office and Clerical				Total Employed: 120						
# Employed	11	112	8	0	10	0	1	0	0	109
# Available	8.9	59.0	8.2	0.6	6.5	1.0	0.2	0.0	0.6	58.3
Persons Required	0	0	0	1	0	1	0	1	1	0
G—Skilled Craft Workers				Total Employed: 767						
# Employed	63	29	738	2	47	4	6	0	4	704
# Available	34.3	12.7	286.2	0.5	23.2	4.4	0.8	0.1	5.4	264.5
Persons Required	0	0	0	0	0	0	0	1	1	0
H—Service Maintenance				Total Employed: 2,008						
# Employed	234	136	1872	3	152	27	44	0	8	1774
# Available	255.0	100.2	1905.8	0.0	190.0	17.5	5.6	0.0	42.2	1751.0
Persons Required	0	0	0	0	0	0	0	0	26	0

Female/Male Comparison



The Department of Transportation, established in 1913, under the guidance of **the Missouri Highways and Transportation Commission** employs **5,067 full time employees**. MoDOT is comprised of three (3) teams:

System Delivery, System Facilitation and Organizational Support - all designed to sustain the mission of providing services and support to all modes of transportation throughout the state. The department is structured into seven (7) separate districts and a Central Office that provide support for, and the maintenance of, the state's roads, waterways and railways.

David Nichols, Director

FY14 M/WBE Contracting and Procurement Spend

The Missouri Department of Transportation (MoDOT), under the guidance of the Missouri Highways and Transportation Commission, is committed to providing the public with a safe and modern transportation system. MoDOT is responsible for maintaining 32,800 miles of highways and 10,224 bridges throughout the state. In addition to designing, building and maintaining roads and bridges, MoDOT works to improve airports, river ports, railroads, public transit systems and pedestrian and bicycle travel. The agency also administers motor carrier and highway safety programs. MoDOT has seven districts statewide and a Central Office in Jefferson City which houses the following divisions:

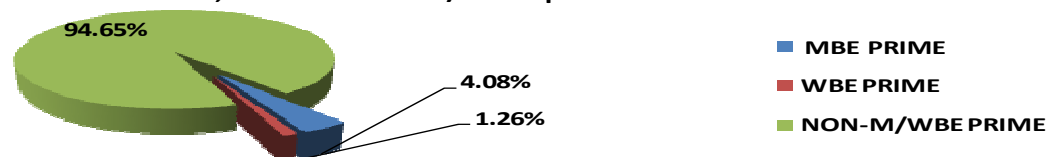
Office of Director			
Audits & Investigations	Bridge	Chief Counsel	Commission Secretary
Construction & Materials	Customer Relations	Design	Equal Opportunity & Diversity
External Civil Rights	Financial Services	General Services	Governmental Relations
Human Resources	Motor Carrier Services	Multimodal Operations	Risk & Benefit Management
	Traffic & Highway Safety	Transportation Planning	

PROCUREMENT CATEGORY	MBE SPEND PER CATEGORY	MBE % SPEND	WBE SPEND PER CATEGORY	WBE % SPEND	TOTAL AGENCY SPEND PER CATEGORY
COMMODITIES - FURN, MACH & EQUIP RENTALS	\$0.00	0.00%	\$1,800.00	0.24%	\$750,382.44
COMMODITIES - FURNITURE, MACHINERY & EQUIPMENT	\$31.93	0.00%	\$567,371.41	5.03%	\$11,271,983.38
COMMODITIES - MISCELLANEOUS	\$298,979.65	0.33%	\$172,020.08	0.19%	\$89,424,955.01
COMMODITIES - OFFICE SUPPLIES	\$0.00	0.00%	\$7,228.87	0.84%	\$862,137.26
COMMODITIES - VEHICLES & FUEL	\$5,691.22	0.01%	\$1,887.84	0.00%	\$59,223,132.32
CONSTRUCTION-BUILDING & REPAIR	\$30,873.77	0.20%	\$903,506.19	5.79%	\$15,607,654.88
CONSTRUCTION-JANITORIAL & MAINTENANCE	\$60,094.92	0.71%	\$28,149.91	0.33%	\$8,445,845.06
EMPLOYEE REIMBURSEMENTS/OTHER MISCELLANEOUS	\$0.00	0.00%	\$936.72	0.02%	\$5,629,098.59
IT-COMPUTER RELATED SERVICES	\$5,724,042.29	45.96%	\$200,526.00	1.61%	\$12,454,817.72
IT-COMPUTERS & COMPUTER EQUIPMENT	\$3,969,279.14	59.28%	\$1,230.00	0.02%	\$6,695,590.01
PROFESSIONAL SERVICES-EMPLOYMENT & PLACEMENT SRVCS	\$0.00	0.00%	\$58,573.30	16.56%	\$353,613.71
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SRVCS	\$0.00	0.00%	\$7,917.35	0.32%	\$2,474,198.31
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY	\$1,825.75	0.49%	\$0.00	0.00%	\$369,287.06
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL	\$0.00	0.00%	\$5,000.00	1.88%	\$266,380.51
PROFESSIONAL SERVICES-MAINTENANCE & REPAIR	\$159.50	0.02%	\$1,852.00	0.19%	\$971,763.44
PROFESSIONAL SERVICES-MARKETING & ADVERTISING & MAILING	\$0.00	0.00%	\$462,051.32	10.16%	\$4,546,068.34
PROFESSIONAL SERVICES-MISCELLANEOUS	\$931,856.30	1.84%	\$991,518.13	1.96%	\$50,687,698.49

DIRECT PAYMENTS TO PRIME CONTRACTORS	\$11,022,834.47	\$3,411,569.12	\$270,034,606.53
MBE & WBE PERCENTAGES ON DIRECT PAYMENTS	4.08%	1.26%	5.35%
<i>The following amounts represent "indirect" payments made to M/WBE Sub Contractors that have been reported to DPMM by the respective Prime Contractors. These amounts are shown separately because they were not direct payments made by the state .</i>			
INDIRECT PAYMENTS TO M/WBE SUB CONTRACTORS**	\$139,251.76	\$95,744.74	\$234,996.50
MBE & WBE PERCENTAGES ON INDIRECT PAYMENTS**	0.05%	0.04%	0.09%

****Indirect payments to MBE and WBE Sub Contractors noted above were made by MBE, WBE and/or Non M/WBE Prime Contractors. The participation rates on Indirect Payments are based on the agency's total spend.**

Breakdown of Direct MBE, WBE and Non-M/WBE Spend to Prime Contractors



Total payments to minority businesses are split between direct payments to MBE Prime Vendors and indirect payments to MBE Sub Contractors at the rate of **99%** and **1%**, respectively. Total payments to women-owned businesses are split between direct payments to WBE Prime Vendors and indirect payments to WBE Sub Contractors at the rate of **97%** and **3%**, respectively.

For MBEs, MoDOT's highest dollars were spent on **IT-COMPUTER RELATED SERVICES**.
For WBEs, the most dollars were spent on **PROFESSIONAL SERVICES-MISCELLANEOUS**.



MINORITY & WOMEN-OWNED BUSINESS AVAILABILITY

Office of Equal Opportunity—FY14 Annual Report

The State commissioned a disparity study which was completed in FY15. The study reviewed contracts that were issued during the FY08 through FY13 fiscal periods. One of the study highlights, Table 11 in the study, was the “Unweighted Availability” of minority and women-owned businesses based throughout Missouri.

The detail below represents the availability of minority and women owned businesses categorized by NAICS code. To provide a more useful comparison, we associated each NAICS code with an OA procurement category. Each percentage represents the availability of minority and women-owned businesses within each category.

Not all of these categories have been or will ever be accessed through the state's procurement process. However, the unpredictable and dynamic nature of future government spending makes this list of available vendors both insightful and valuable.

M/WBE UNWEIGHTED AVAILABILITY/ TABLE 11 FROM DISPARITY STUDY			
NAICS CODE	DPM Procurement Category	MBE	WBE
COMMODITIES - VEHICLES & FUEL			
441 110	Automobile Dealers	6.83%	6.63%
485410	Bus Operation - Schools & Employees	9.77%	6.04%
CONSTRUCTION-BUILDING & REPAIR			
236220	Commercial and Industrial Building Construction	13.01%	11.09%
238110	Concrete Pouring Construction	10.73%	10.73%
238140	Bricklaying Contractors	10.90%	10.65%
238160	Roofing Contractors	10.83%	9.85%
238210	Electrical, Computer, Communication, Audio Equipment Installation	12.48%	11.28%
238220	Heating & Cooling Installation	10.83%	10.51%
238910	Bulldozer, Backhoe, Blasting, Demolition Construction	11.00%	12.40%
332312	Fabricated Structural Metal Manufacturing	7.12%	12.14%
541330	Engineering Services	12.81%	10.33%
IT-COMPUTER RELATED SERVICES			
518210	IT-Related Services	9.53%	13.73%
541511	Computer Program or Software Development Services	10.97%	11.71%
541512	CAD (computer-aided design), CAE (computer-aided engineering), CAM (computer-aided manufacturing) systems integration design services	14.25%	11.47%
PROFESSIONAL SERVICES-FINANCIAL, LEGAL & RELATED SERVICES			
522120	Banking / Savings Institutions	7.46%	7.82%
522220	Financing Companies	9.12%	9.19%
524114	Medical & Dental Insurance Providers	8.42%	8.85%
524292	Insurance Claims Processing Services, Third Party	12.27%	5.69%
541110	Attorneys' Offices	8.85%	10.02%
541219	Accountants & Accounting Services	8.68%	19.89%
PROFESSIONAL SERVICES-FOOD & BEVERAGE INDUSTRY			
424410	General-line Groceries Merchant Wholesalers	6.60%	9.00%
PROFESSIONAL SERVICES-HEALTH, MEDICAL & SOCIAL			
424210	Medical & Drugs Supplies	7.80%	10.55%
446110	Pharmaceuticals	6.63%	9.34%
621420	Mental Health, Alcohol & Drug Addiction Treatment Centers	7.96%	9.57%
623990	Halfway Houses and Group Homes	7.71%	6.78%
624310	Habilitation Job Counseling and Training, Vocational	7.82%	6.44%
624410	Child Day Care Services	8.68%	26.80%
621210	Dental Surgeons Offices	7.92%	8.69%
PROFESSIONAL SERVICES-MARKETING & ADVERTISING & MAILING			
561499	Address bar / coding services	10.39%	10.98%
541810	Advertising Agencies	9.10%	18.37%
561422	Customer Service Call Centers	8.61%	18.77%

* **Unweighted** availability is defined as the number of M/WBEs divided by the total number of firms in the state's market area.

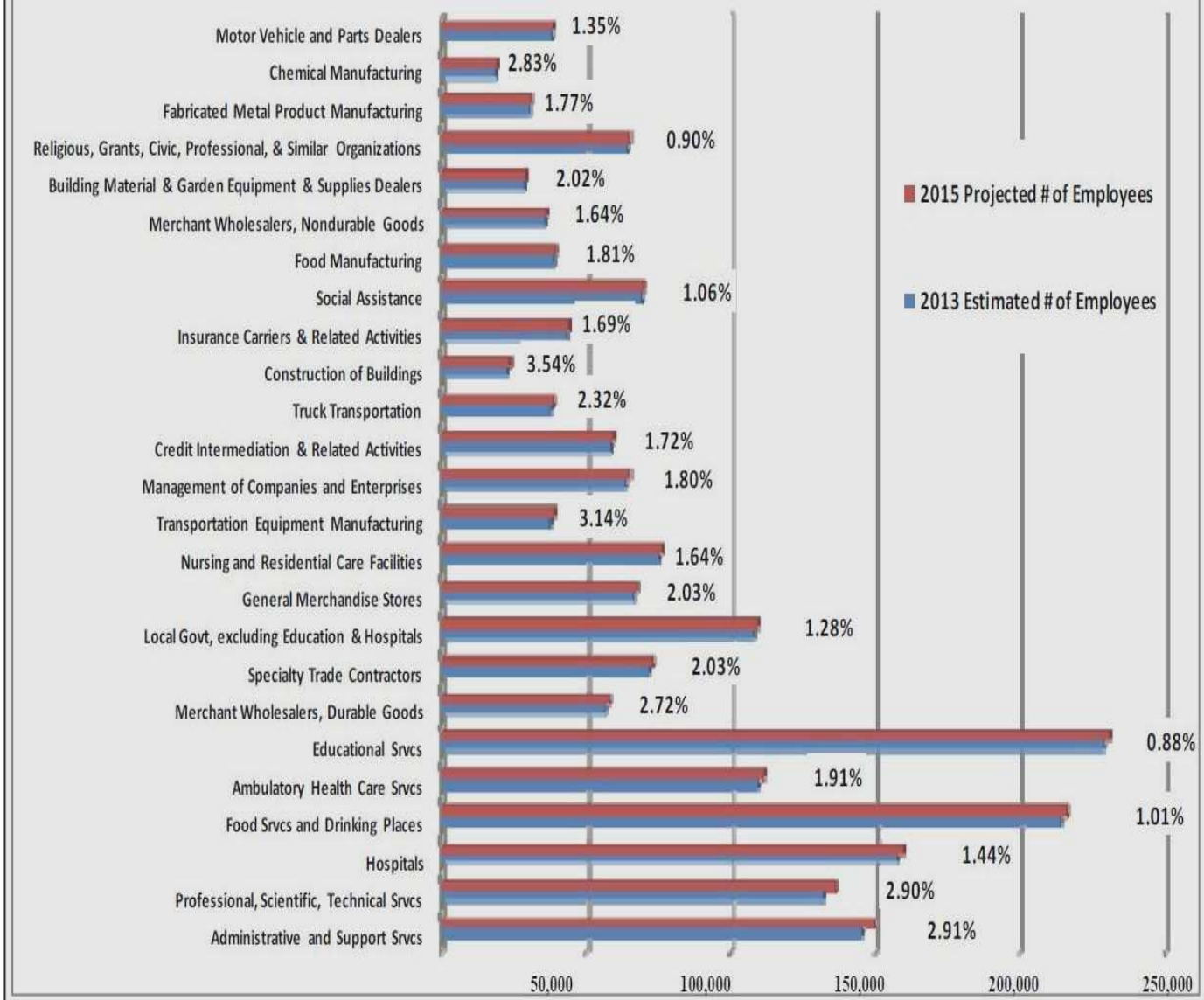
MISSOURI INDUSTRIES WITH THE LARGEST GROWTH POTENTIAL

Office of Equal Opportunity—FY14 Annual Report

The Missouri Department of Economic Development (DED) prepares a number of forecasts, based on a variety of key economic indicators, to assist policy-makers and the public toward the achievement of economic development initiatives. The Missouri Economic Research and Information Center (MERIC) is the research division of DED that provides the latest research on Missouri industries, workforce, regions and economic conditions against the backdrop of the state's current business climate.

MERIC developed the employment projections below using a combination of historical trends, occupational hiring patterns and a projection of future industry employment. A comparison of the forecasted percentage change in the projected number of employees, in each of the industries identified below, with the "unweighted" list of available minority and women-owned businesses on the previous page, may reveal opportunities for growth and expansion; or the analysis may reveal areas where an overconcentration of talent exists.

Missouri 2013-2015 Industry Projections



COMMUNITY OUTREACH EVENTS AND ACTIVITIES

Office of Equal Opportunity—FY14 Annual Report

While the OEO may be based in Jefferson City, we serve minorities and women throughout the entire state of Missouri. In addition to fielding phone calls and addressing MBE & WBE concerns on a daily basis, we have been both attendees and presenters at conferences, vendor and business fairs, and certification workshops, to name a few.

Our **goal** is to educate individuals and vendors on the crucial steps we take on a daily basis on behalf of the minority and woman-owned business community.

Our **commitment** to serve necessitates our participation and engagement in a variety of community events and outreach activities throughout the year.

Our **involvement** in regional events and activities helps us stay abreast of pertinent issues and enables us to meet the needs of individuals in all corners of the state.

Below is a partial listing of events and activities OEO supported and/or participated in during FY14:

<i>EVENT/ACTIVITY</i>	<i>LOCATION</i>
MOKAN Business Symposium	St. Louis, MO
HUD Small and Minority Construction Contractors Symposium	Kansas City, MO
St. Louis University's Center for International Business Education (CIBE) Program	St. Louis, MO
Minority & Underrepresented Environmental Literacy Advocacy Committee	Jefferson City, MO
St. Louis Minority Business Council's Business Opportunity Fair (BOF)	St. Louis, MO
MODOT Sponsored Seminar for Small Businesses	Columbia, MO
Annual Juneteenth Commemoration	Jefferson City, MO
Missouri Legislative Black Caucus - Annual Conference	St. Louis, MO
University of Missouri's Advocacy - Mentoring Program Conference	Columbia, MO
Kansas City Government Contracting & Procurement Forum (KCGCP)	Kansas City, MO
American Contract Compliance Association (ACCA) National Training Institute	San Jose, CA
Kansas City Hispanic Chamber of Commerce - Small Business Symposium	Kansas City, MO
Lincoln University - Business Advisory Board	Jefferson City, MO
Southeast Missouri State's Entrepreneur Conference	Cape Girardeau, MO
Missouri Housing and Development Commission (MHDC) Developer's Forum	Kansas City, MO
St. Louis Hispanic Chamber of Commerce Awards Dinner	St. Louis, MO
NAACP State Conference	Rolla, MO
Martin Luther King, Jr. Celebration	Jefferson City, MO
Nat'l Assoc. of Small, Minority, Women and Disadvantaged Business Directors (NASMWDD)	Boston, MA
National Black MBA Job Fair	St. Louis, MO
Missouri Commission on Human Rights Conference	Jefferson City, MO
Supplier Diversity Fair -Ameristar Casino	St. Charles, MO

OEO FY14 Annual Report Summary

The Office of Equal Opportunity, along with the support and assistance of the Office of Administration, continues to pursue ways to engage, enlist and employ minority and women-owned businesses in state contracts through the state's procurement process. In the pursuit of these objectives, there have been several simultaneous, behind-the-scenes efforts that we anticipate will provide lasting benefits for years to come.

Several of these ongoing efforts, or projects, are close to or nearing completion. As we prepare for the "implementation" phase of these ongoing efforts, we couldn't be more ecstatic about the unlimited possibilities that these new processes will enable.

Here's a list of several of the Office of Administration's behind-the-scenes efforts that are about to come to fruition:

ePROCUREMENT SYSTEM

The State is investing in an electronic procurement system which will provide a more effective means of communicating bid-related information as well as enable real-time access to bid opportunities as they are announced. We anticipate this new electronic system will streamline the bidding process while enabling a greater reach of bid responders than what is currently available.

ONLINE CERTIFICATION PROCESS

The State is currently working on the creation of an "online certification application" process. We anticipate this online process will shorten the time it takes to apply, to schedule a site inspection and ultimately become certified as a minority (MBE) or woman-owned (WBE) business enterprise.

The introduction of a vehicle that allows submission of "scanned" documents over traditional snail mail will eliminate the wait for document delivery by the postal service, help reduce labor hours required for matching up mailed documents with the appropriate applicant file, as well as provide for better communication when all documentation has or has not been received. The entire process will be streamlined dramatically by reducing the amount of time paper must be date stamped, handled, reviewed and filed, which will speed up the point at which all supporting documentation will be ready for review by the certification committee.

OFFICE OF CONTRACT COMPLIANCE

The State has created a new Contract Compliance Office. The duties of this office include monitoring compliance with state contract objectives, contract deliverables and providing general oversight on contract compliance related issues. This office will replace the role of State Compliance Officer which was abolished in 2005 through Executive Order 05-30.

DISPARITY STUDY RECOMMENDATIONS

The State commissioned a disparity study which included a review of state contracts let during fiscal periods 2008 through 2013. The comprehensive study was completed in October 2014.

The results of the study provided the State with considerable, enlightening data that provides direction regarding changes in the procurement process as it relates to the M/WBE program. The data from the study supports the implementation of participation goals of 10% MBE, 10% WBE as well as the creation of a race and gender neutral "small business enterprise" program.

OEO FY14 Annual Report Summary

The study also provided time-saving guidance regarding the types of industries the state should target to enable the greatest potential to achieve these participation objectives as well as industries that have the least availability of minority and women-owned businesses.

In addition to statistical data, the disparity study provided a number of recommendations that, if implemented, would strengthen the Office of Equal Opportunity's M/WBE program. These recommendations were analyzed and reviewed by an independent Oversight Review Committee (ORC). The recommendations have been submitted to the Governor for his review and approval.

A copy of both the 2014 State of Missouri Office of Administration Disparity Study and the 2014 Disparity Study Oversight Review Committee Report can be found on OEO's website under the "Publications" tab.

CONCLUSION

The Office of Equal Opportunity looks forward to the positive and beneficial results to be derived from the implementation of the eProcurement system, the online application process, the Contract Compliance Office and the many recommendations proposed by the Oversight Review Committee. The combination of all these efforts creates a fertile environment that has the potential to assist, promote and grow small businesses. These efforts provide all the right ingredients to facilitate a more prosperous and productive business climate for small businesses in the State of Missouri.





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